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Married Women Working for Pay (p. 148)

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manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

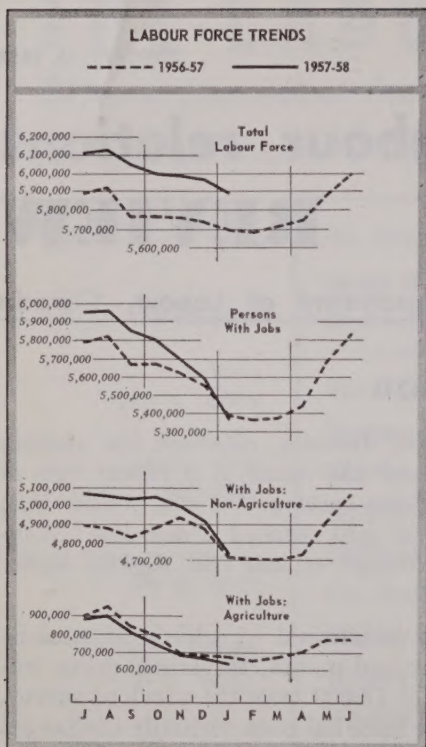
Unemployment continued to rise during January, although less sharply than in December. In part, this easing was the result of a slower rate of labour force growth. The winter drop in farm employment was greater than usual and the number of persons with farm jobs reached a new low. Non-farm employment continued to decline although it was still slightly higher than a year earlier.

The winter slowdown resulted in the withdrawal of additional workers from the labour force during January. At mid-month, the labour force was estimated to be 5,891,000, a seasonal drop of 75,000 from the previous survey. Apart from seasonal movements, the labour force has been virtually unchanged since last September. This represents a substantial change from the sharp upward trend of the past two years. It is, in fact, the first time since the middle of 1954 that the labour force has ceased expanding.

Total employment in mid-January was estimated to be 5,371,000, down slightly from the previous year. The decline is largely the result of a sharp drop in forestry and agriculture and smaller losses in construction and transportation. The trade and service industries continued to show substantial offsetting gains.

Farm employment was lower than last year in all regions except the Atlantic, where apparently workers have been moving back into farming. This region recorded the largest decline in non-farm employment, mainly because of the low level of pulp-cutting activity. Quebec and British Columbia, on the other hand, both showed year-to-year increases of more than 2 per cent in non-farm employment, despite the drop in forestry.

The labour force survey indicates that unemployment rose more slowly in January than earlier this winter. This is confirmed by weekly reports from the National Employment Service, which shows that the number of additional persons registered for work declined steadily in January. In absolute terms, however, the increase in unemployment from the previous month was substantial—greater, in fact, than in any previous comparable period. The number of persons without jobs and seeking work, at 520,000,



was 8.8 per cent of the labour force, compared with a previous January high of 6.8 per cent in 1955. All regions showed substantial increases from a year earlier.

The volume of under-employment increased notably. In all, the number of persons involuntarily working less than full time rose to 403,000 in January, from 315,000 a year earlier. The current figure includes 50,000 on temporary layoff (22,000 in January 1957) and 75,000 on short time (43,000 in January 1957). As a result, only 78.5 per cent of the labour force had full-time employment compared with 84.8 per cent a year before. Average hours worked also dropped to 40.4 in December from 41.1 a year earlier.

There was some evidence of improvement in the latter part of January. Many areas, particularly textile and clothing centres in Quebec, reported the recall of workers who had been released for extended periods after Christmas. There were further short-term layoffs

in the automobile industry, but in other industries the reported number of workers released in January was below the comparable figure in previous years.

The number of persons with manufacturing jobs was estimated at 1,412,000 in January. This figure was still higher than a year earlier, although the margin was less than 1 per cent, compared with more than 5 per cent last summer. Employment declines in the last half of 1957 were fairly widespread but small in most industries. Among non-durables, textiles and clothing each dropped by about 4 per cent (seasonally adjusted). In the durable goods industries, declines were most marked in the iron and steel products group, a reflection of reduced investment in non-residential building and new machinery and equipment. Most of the transportation equipment industries were down only moderately from mid-year despite short-time layoffs during this period in motor vehicles and parts plants.

Weakness in forestry continued to exert an adverse influence on total employment. At the beginning of the pulp-cutting season last fall, high inventories of pulpwood and reduced demand for pulp and paper led to a sharp reduction in the pulp-cutting programs of many firms. The effect of this was accentuated on the West Coast by a strike in the industry. As a result, employment in forestry during the fourth quarter of 1957 was one-third lower than a year earlier. In January, employment in the industry was estimated to be 97,000, about 50,000 fewer than in January 1957. Increased hiring was reported in the last half of the month as log hauling got under way and the strike on the West Coast was settled. There has also

been some strengthening in the domestic and overseas demand for labour. Improvement in logging employment is expected to result from these developments.

Construction in 1957

The volume of construction work undertaken in 1957 was the largest on record. Further expansion of fuel, power, transportation and communications facilities figured largely in the over-all construction program. Increases in these sectors reflect the increased tempo of activity on projects such as the St. Lawrence Seaway, pipeline construction and hydro-electric developments. Institutional establishments were carrying out similarly large plans for expansion during the year and accounted for an increasing share of total construction. The commodity-producing industries contributed relatively less than in the previous year, as construction activity declined fairly sharply in the forest products and mineral products industries. Housebuilding activity declined from the unusually high levels achieved in 1955 and 1956. This was the first year-to-year decline in housing recorded since 1952.

The weakness in housing, however, was evident only in the first half of the year. A rapid recovery occurred towards the end of the year so that the total volume of work initiated in 1957 was only moderately lower than a year before. In the last quarter, housing starts in urban centres of 5,000 and over were 50 per cent higher than in the corresponding period in 1956.

The shortage of mortgage money imposed some limitations on housebuilding activity in the early part of 1957. Special arrangements for \$150 million of bank investment in mortgages (which was agreed upon in the spring but took time to have effect) and government provisions for direct mortgage funds beginning in August were directly responsible for the rapid recovery later in the year; as a result, a substantial volume of work was carried over into 1958. At the end of December, the number of units under construction was about 7 per cent larger than a year before. In view of the continuing strong demand for new housing and more readily available mortgage money, the volume of housing is expected to show a substantial rise in 1958.

Employment

After expanding for two years, construction employment showed a more moderate rise in 1957. Average employment for the year was about 6 per cent higher than a year before. This was substantially less than the increases of 12 per cent in 1956 and 14 per cent in 1955. By the end of 1957 total construction employment was slightly lower than a year before.

Additional demands for construction materials and labour were met with much greater ease than in 1956. In most parts of the country labour supplies were not fully utilized in 1957 as new entrants into the construction industry outnumbered new jobs. This was in marked contrast to 1956, when the construction program exerted strong pressures on available manpower resources and caused fairly widespread shortages of skilled tradesmen. Increased immigration was a major source of additional workers in 1957. In the first nine months of the year 15,500 skilled construction workers entered the country, more than double the total for the same period in 1956. There was also a fairly heavy transfer of manpower from forestry and agriculture.

The relatively high wage scale in construction was an important incentive for workers to shift occupations. Average hourly earnings in building and engineering construction rose to \$1.89 in 1957, slightly higher than the earnings of miners and 29 cents higher than average earnings in manufacturing. Construction rates showed an increase of 7 per cent over 1956. Average hours dropped slightly over the year, however, as a result of reduced overtime work.

While average employment in the construction industry was about 24,000 higher in 1957 than a year before, unemployment was substantially greater also. The increase in labour supplies was about equally distributed among skilled and unskilled workers. At the beginning of the year about 18,000 more construction workers were registered with the NES than a year before. By the end of 1957, the year-to-year difference had increased to nearly 70,000. The increase in unemployment stemmed in part from a decline in non-residential construction during the second half of the year. Another contributing factor was that alternative jobs in other seasonal industries were scarce. Forestry employment usually rises sharply at a time when the construction industry shows a seasonal decline so that it is possible for many workers to shift occupations during the winter months. This winter, however, the shift out of construction was smaller than usual owing to the sharp reduction in logging activity.

Current Trends

Housebuilding activity showed continuing strength during January, at least in the larger urban areas. In these centres, preliminary estimates of housing starts were above the long-term average and almost three times the January 1957 total. The employment trend in non-residential construction continued downward. There was little improvement in business and industrial construction during the month, but prospects for engineering work had brightened. Contracts awarded in January were 50 per cent higher in value than a year before, marking a sharp reversal of the pattern of the last quarter of 1957; engineering construction was entirely responsible for this increase.

Engineering construction¹ is expected to be a major source of strength to the building industry this summer. Recently announced plans by the federal Government to spend \$1.2 billion on construction in 1958 will do much to stimulate activity in this industry.

The decline in non-residential construction, which began early in the winter, was confined largely to the business sector. For almost three years, this type of construction increased steadily as a vigorous expansion program was being carried out to meet the increasing demands for Canada's resource-based products. Towards the end of 1957 many industries were showing signs of over-capacity, however, so that building activity declined to a slightly lower level than a year before.

Owing to the increased importance of housing, building activities are likely to assume a more active role in the urban centres this year than last. Total labour supplies should be more than adequate for the accomplishment of this year's investment program, though it is possible that some recruiting difficulties may again arise in remote areas.

⁽¹⁾ This includes highway, aerodrome, railway, telephone, and telegraph construction, etc.

Current Labour Statistics

(Latest available statistics as of February 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Jan. 18	5,891,000	- 1.3	+ 3.4
Total persons with jobs.....	Jan. 18	5,371,000	- 3.8	- 0.4
At work 35 hours or more.....	Jan. 18	4,626,000	- 5.4	- 4.3
At work less than 35 hours.....	Jan. 18	552,000	+ 2.8	+32.4
With jobs but not at work.....	Jan. 18	193,000	+23.7	+33.1
With jobs but on short time.....	Jan. 18	75,000	+25.0	+74.4
With jobs but laid off full week.....	Jan. 18	50,000	+72.4	+127.3
Persons without jobs and seeking work	Jan. 18	520,000	+34.7	+71.6
Persons with jobs in agriculture.....	Jan. 18	637,000	- 3.8	- 5.1
Persons with jobs in non-agriculture.....	Jan. 18	4,734,000	- 3.8	+ 0.3
Total paid workers.....	Jan. 18	4,299,000	- 3.9	- 0.2
Registered for work, NES (b)				
Atlantic.....	Jan. 16	121,600	+61.3	+55.5
Quebec.....	Jan. 16	251,900	+47.4	+57.1
Ontario.....	Jan. 16	233,700	+37.1	+58.2
Prairie.....	Jan. 16	108,600	+41.6	+47.8
Pacific.....	Jan. 16	101,200	+31.1	+52.4
Total, all regions.....	Jan. 16	817,000	+43.2	+55.3
Claimants for Unemployment Insurance benefit.....				
Amount of benefit payments.....	Jan. 1 December	744,248 \$31,926,951	+84.6 +68.1	+86.9 +154.8
Industrial employment (1949 = 100).....	Dec. 1	122.5	- 2.2	- 2.6
Manufacturing employment (1949 = 100).....	Dec. 1	113.4	- 2.4	- 3.9
Immigration.....	Year 1957	282,164	—	+71.2
<i>Strikes and Lockouts</i>				
No. of days lost.....	January	169,880	—	—
No. of workers involved.....	January	9,364	—	—
No. of strikes.....	January	23	—	—
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Dec. 1	\$69.24	+ 0.7	+ 4.7
Average hourly earnings (mfg.).....	Dec. 1	\$1.64	+ 0.4	+ 5.1
Average hours worked per week (mfg.).....	Dec. 1	40.6	+ 0.7	- 2.2
Average weekly earnings (mfg.).....	Dec. 1	\$66.38	+ 1.1	+ 2.9
Consumer price index (av. 1949 = 100).....	Jan. 1	123.4	+ 0.2	+ 2.6
Real weekly earnings (mfg. av. 1949 = 100)...	Dec. 1	129.2	+ 1.2	+ 0.5
Total labour income.....\$000,000	November	1,313	- 1.7	+ 3.8
<i>Industrial Production</i>				
Total (average 1935-39 = 100).....	December	260.7	- 8.9	- 6.7
Manufacturing.....	December	252.9	- 9.8	- 8.9
Durables.....	December	297.1	-10.8	-12.7
Non-Durables.....	December	224.6	- 9.1	- 5.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, October 1957 *Labour Gazette*.

(b) See inside back cover, October 1957, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Labour-Management Relations

The Bargaining Scene

COLLECTIVE agreements covering a substantial proportion of the organized workers in Canada are open for renegotiation during the first few months of 1958 (L. G., Jan., p. 6). Examination of the more than 200 agreements that cover 1,000 or more workers shows that 53 were in negotiation or terminating in the three-month period ending March 15—a substantial increase from the 34 agreements active at mid-December. The total of workers involved has also risen from 190,550 to 233,500. More than half of this number is accounted for by a single dispute involving 128,000 non-operating employees of the major Canadian railways.

Two distinct issues are now the subject of negotiation between the railway unions and the CNR and CPR—the renewal of contracts with improved wages and conditions, and the question of whether or not firemen are to be retained on diesel locomotives in freight and yard services. The non-operating employees are at present in conciliation. Hon. C. P. McTague withdrew from the chairmanship of the conciliation Board and Mr. Justice H. F. Thomson was appointed in his place. Earlier this month the Kellock Commission reported its findings on the employment of firemen. The Commission was appointed to examine the question after a nine-day strike over the same issue in January 1957. It sat for one year and stated in its conclusions: "We are of the opinion that firemen are not required on diesel locomotives on freight and yard service on the Canadian Pacific Railway." Both the CPR and the CNR have stated their intention to implement these findings in the new contracts. The unions have indicated that they are considering strike action. The present contracts covering firemen expire on March 31 and May 31 of this year.

Since mid-December 1957, nine other agreements each covering 1,000 or more workers have been settled in Canada. They cover 17,000 workers and the average time-lapse between the opening of bargaining and settlement was five months. One agreement had been in negotiation for almost a year, two others for seven months. These nine agreements were signed by the following employers: Canadian Broadcasting Corporation, Ladies Garment Manufacturers' Association (Winnipeg), Trans-Canada Airlines, Vancouver General Hospital, Pacific Coast Association of Pulp and Paper Manufacturers (Vancouver), Hamilton Construction Association, Canadian Industries Limited (Brownsburg, Que.), Canadian Steel Foundries (1956) Limited (Montreal), and the Shipping Federation of Canada Incorporated.

The agreement signed by the Pulp and Paper Manufacturers' Association was reached after lengthy bargaining and a strike of 6,000 workers from November 14, 1957 until February 4, 1958 in which the time-loss amounted to 319,950 man-days. The terms finally agreed to included a 7½-per-cent wage increase in the first year, plus 2 per cent in the second; a two-year contract; three weeks' vacation after ten years of service in 1958, to be reduced to five years in 1959; a 40-hour week. These wage increases will bring the minimum wage to about \$1.91 an hour.

In Vancouver and Victoria, 1,200 electrical workers have approved a proposal to back up their demands with strike action. A strike is now in progress for higher wages and shorter hours in millinery plants in Toronto

THE BARGAINING SCENE FEBRUARY 15, 1958

Bargaining Units of 1,000 or More Employees

January 1, 1958 to March 31, 1958

In Negotiations and Terminating in Period:	53 agreements, 233,500 workers
Bargaining carried over from January:	22 agreements, 168,000 workers
Terminating in period Jan. 1—Mar. 31:	31 agreements, 65,500 workers

Settlements Achieved, Dec. 15—Feb. 15:	9 agreements, 17,150 workers
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Major Terms of Settlements (preliminary information)

Wages and Duration—

- 4 agreements, covering 5,450 workers, are effective for one year
- 5 agreements, covering 11,700 workers, are effective for more than one year
 - 4, covering 10,200 workers, provide an increase of more than 15 cents an hour.
 - 5, covering 6,950 workers, provide an increase of less than 15 cents an hour.

Vacations—

- 1 agreement, covering 4,500 workers, provides a third week annual vacation after 5 years' service.

Minimum Wage—

- 1 agreement, covering 1,000 workers, provides for a minimum wage of \$1.41 an hour.

Negotiations Continuing at February 15:	44 agreements, 216,350 workers
Bargaining in progress:	23 agreements, 49,200 workers
Conciliation in progress:	8 agreements, 137,800 workers
Arbitration in progress:	1 agreement, 1,500 workers

Other Agreements Terminating in Period:	12 agreements, 27,850 workers
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and Montreal after talks broke down. In Vancouver, 700 herring fishermen have been on strike since October 27 in a dispute over the price to be paid them for fish they land. The Fisheries Association have asked that the fishermen take a 21-per-cent reduction in last year's shares. The fishermen have refused to accept a reduction of more than 6 per cent.

Recently, Canadian automobile workers endorsed proposals of the United Automobile Workers for a profit-sharing scheme as part of this year's demands. However, negotiations in the Canadian plants are not scheduled until the fall, while those in United States plants will occur at an earlier date.

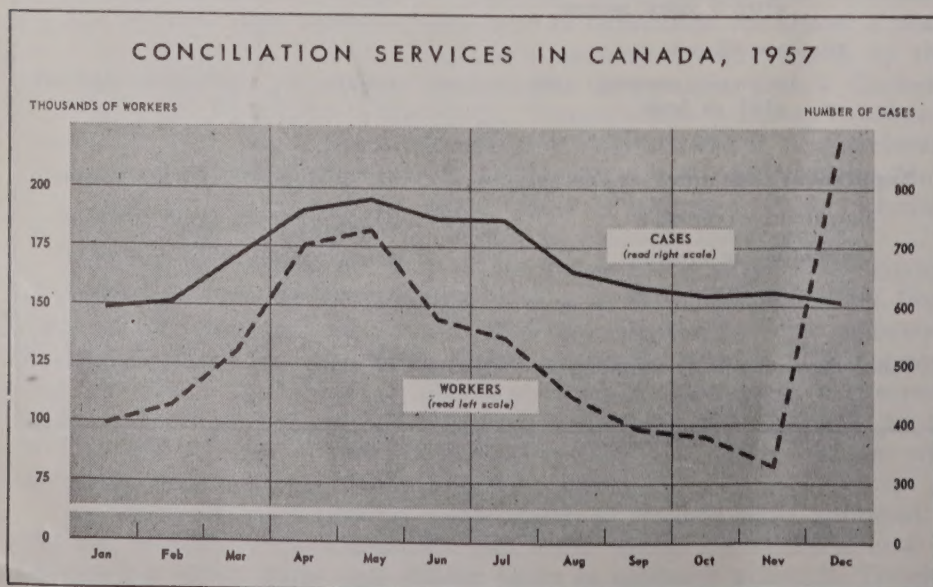
One of the larger contracts terminating in Canada this month is in Hamilton. It involves 8,000 workers and the signatories are the Steel Company of Canada and the United Steelworkers of America.

Conciliation Activity

The statistics shown in the accompanying chart of conciliation activity month by month in 1957 throw an interesting light on the course of labour-management relations during the year. The statistics have been compiled on a uniform basis by federal and provincial Departments of Labour.

The conciliation case load was at a minimum in January 1957 (596 cases) and rose to a peak of 781 cases in May, declining gradually during the remainder of the year. The number of workers involved in conciliation activity showed a similar trend, rising from 100,000 in January to 182,000 in May, and declining thereafter to a low of 82,000 in November. The sudden rise in the total to 220,000 in December reflects the significance of a single case, the dispute between 128,000 non-operating railway employees and the major Canadian railways.

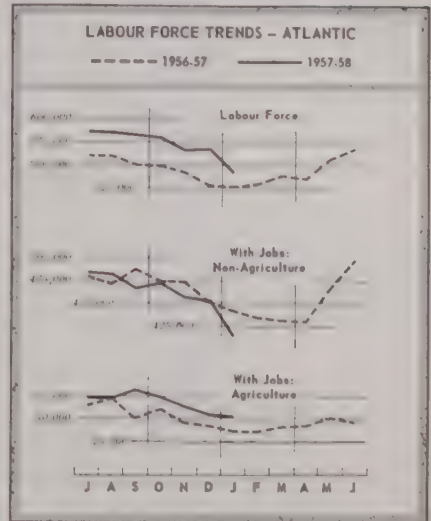
For each month, the chart shows the number of cases being dealt with either by conciliation officer or by conciliation board, and the number of workers involved. A case is counted in each month during which it was being dealt with.



Manpower Situation in Local Areas

ATLANTIC

EMPLOYMENT declined and unemployment increased in the Atlantic region during January. Persons with jobs decreased by some 42,000 to an estimated 464,000 at January 18. This was about 15,000 lower than in January 1957, the first time in a year that employment has fallen below the level of the preceding year. The unusually large drop in employment during the month resulted from a slowdown in a number of activities. The volume of retail trade was well below that of a year before so that fewer workers were required, and the rail, truck and water transportation industries showed continuing weakness. Forestry employment increased slightly in some areas during the month as hauling operations began but the numbers hired were smaller than usual for the season.



For the most part, non-seasonal layoffs in manufacturing were small but fairly widespread throughout the region during January. Factory production has been falling gradually this winter as a result of reduced orders; the drop in employment, however, was reported to be small. At the end of the month, total manufacturing employment was moderately lower than a year before, as decreased activity in sawmilling, transportation equipment manufacturing and pulp and paper mills more than offset increases in food and beverages and iron and steel products.

During the past several months, increases in job registrations have been larger than usual. At mid-January, the number registered at NES offices was about 121,000, some 43,000 more than a year earlier. Reduced activity in forestry was largely responsible for the sharp rise in registrations this winter. Usually, employment in this industry reaches a seasonal peak early in the winter, offsetting some of the declines in agriculture, construction and fishing. This year, however, the usual trend was reversed because of cutbacks in the production of lumber and pulpwood. Forestry employment rose slightly in January as hauling operations began but at the end of the month employment in the industry was well below normal. The distributive industries also recorded a larger-than-seasonal decline in recent months, partly a reflection of the slowdown in woods activities.

While the increase in unemployment was greater than usual for the season there were indications that the seasonal peak would be reached somewhat earlier than usual. During the latter part of January, the trend of registrations at National Employment Service offices started levelling off, and for January as a whole, the rise in registrations was somewhat smaller than last year. Usually unemployment in this region reaches a peak at

CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY 1, 1958

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	CALGARY ← Edmonton Hamilton Montreal Quebec-Levis St. John's TORONTO ← Vancouver-New Westminster Windsor Winnipeg	Ottawa-Hull		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	BRANTFORD ← Corner Brook Cornwall Farnham-Granby Ft. William-Pt. Arthur GUELPH ← Joliette Lac St. Jean New Glasgow Moncton Niagara Peninsula OSHAWA ← PETERBOROUGH ← Rouyn-Val d'Or SARNIA ← Shawinigan Sherbrooke SYDNEY ← TIMMINS-KIRKLAND LAKE ← Trois-Rivières	Halifax KINGSTON ← Kitchener London Saint John Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force, 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Chatham LETHBRIDGE ← North Battleford Prince Albert RED DEER ← Rivière du Loup Thetford-Megantic-St. Georges Yorkton	Barrie Brandon Moose Jaw Regina Saskatoon		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois BELLEVILLE- TRENTON ← Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drummondville Edmundston Fredericton Gaspé Grand Falls Kamloops Kentville Lachute-St. Thérèse LINDSAY ← MEDICINE HAT ← Montmagny Newcastle North Bay Okanagan Valley Owen Sound PEMBROKE ← Portage La Prairie Prince George Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jérôme St. Hyacinthe St. Stephen SAULT STE. MARIE ← SIMCOE ← Sorel Summerside SWIFT CURRENT ← Trail-Nelson Truro Valleyfield Victoriaville WEYBURN ← Woodstock, N.B. Yarmouth	Brampton Drumheller Galt Goderich Listowel St. Jean St. Thomas Stratford Walkerton Woodstock-Ingersoll		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

about mid-March, coinciding with the completion of hauling operations. In view of the smaller volume of wood being hauled this season the number of workers released during February and March will be smaller than usual.

Unemployment increased markedly during the month in rural localities and more moderately in the industrial centres; two industrial areas remained in moderate surplus category. At February 1, the area classification was as follows (last year's figures in brackets): in substantial surplus 19 (18) and in moderate surplus 2 (3).

Local Area Developments

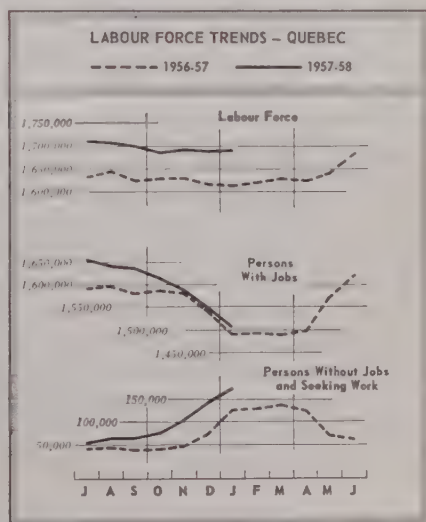
St. John's (metropolitan). Remained in Group 1. Unemployment continued to rise very rapidly in this area, principally because of reduced job opportunities in forestry. Hauling operations were delayed during the month by a lack of snow. The St. John's waterfront remained very slack as overseas shipments continued through the port of Botwood.

Sydney (major industrial). Reclassified from Group 2 to Group 1. Employment and production at the Sydney Steel Plant were curtailed during January. About 300 workers were released from the yard department of the plant. The rod and bar mills remained fairly active but activity at the wire and nail mills showed a further decline; operations were reduced to a single shift three days a week.

QUEBEC

EMPLOYMENT declined somewhat less than seasonally in the Quebec region during January; the number of persons with jobs fell by some 42,000 to an estimated 1,504,000 at January 18, a smaller decline than in the corresponding period in the last four years. The downward employment trend of the last quarter of 1957, particularly in the non-farm industries, appeared to have been checked in January. Registrations at NES offices also showed a slower rate of increase than during January 1957, although remaining at a much higher level. The number of persons without jobs and seeking work rose less sharply than usual, during the month to an estimated 185,000, some 62,000 higher than last year. The labour force remained unchanged at 1,689,000, some 75,000 higher than a year earlier.

Hauling of pulpwood, though delayed in some areas by bad weather in the early part of the month, was more than half completed; employment during the month was some 30 per cent below that in January 1957. Also affected were farmers who sell pulpwood from their own woodlots and who found sales sharply reduced from last year. Conditions in metal mining remained unstable but asbestos mining showed some signs of improvement. At Thetford Mines, despite the prevalence of short time, some workers



were being recalled and the shutdown of a mine was postponed. Housing starts in December were substantially higher than a year before and employment in construction, though declining seasonally, remained higher than last year. Although registrations of construction workers were still very much higher than a year earlier, they were increasing more slowly than last January. Extended holiday periods cut sharply into manufacturing employment in the early part of the month but there were signs of recovery after the middle of January, particularly in primary and secondary textiles and iron and steel product plants. Recovery, however, seemed slower than usual; employment continued to decline more than seasonally in the manufacture of wood and paper products and leather goods.

None of the 24 labour market areas in the region was reclassified during the month; at February 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 23 (21); in moderate surplus, 1 (3).

Local Area Developments

Montreal (metropolitan). Remained in Group 1. Registrations rose less than usual during the month but were still almost 50 per cent higher than last year. Some 250 workers were laid off by aircraft manufacturing plants as contracts were terminated; activity remained brisk in other sectors of transportation equipment manufacturing. In machine shops and plants manufacturing iron and steel products, a number of layoffs occurred but some improvements were anticipated. In primary and secondary textiles, a slow recovery was being made after an extended holiday period. Activity in construction was brisk, despite unseasonable weather, as work went ahead on the Queen Elizabeth Hotel, apartment houses and commercial buildings.

Quebec-Levis (metropolitan). Remained in Group 1. Registrations rose less than seasonably during the month but were 25 per cent higher than a year earlier, compared with nearly 50 per cent higher a month before. The 1,000 workers laid off for an extended holiday period in December at the Montmorency cotton mill were recalled in the middle of January; many, however, were working on short time. Pulp and paper plants were still operating on short time as work in clothing factories was only slowly picking up after the holiday slump. The hauling of pulpwood was in full swing, but there remained a very substantial surplus of available woodworkers. Employment in the Levis shipyards was high for this time of year, and further gains were in prospect.

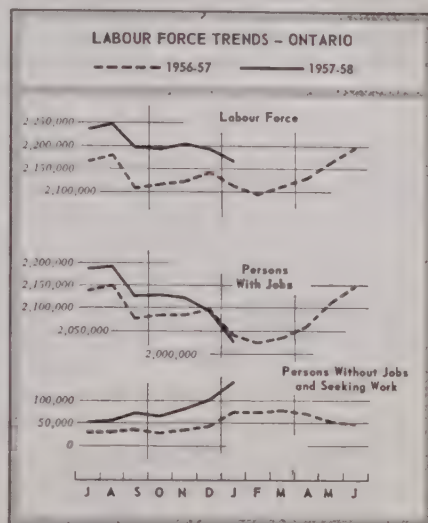
ONTARIO

EMPLOYMENT in Ontario declined more than seasonally during the month. Persons with jobs were estimated at 2,025,000 at January 18, a decrease of 69,000 from the previous month and of 15,000 from a year before. Only farm employment was lower than a year earlier, non-farm employment was unchanged. The labour force decreased during the month but was still 53,000 higher than a year earlier. The number of persons without jobs and seeking work increased by 39,000 from mid-December and was almost double that of the preceding year, although as a percentage of the labour force, it was still the lowest in Canada.

The general pattern of employment in January was similar to that of the preceding month, with essentially the same industries responsible for the decline in employment. Of the seasonal industries, construction had the largest share in the decline in employment; the rate of decline, however, was substantially lower than in the previous month and total construction employment remained higher than a year before. Log hauling operations got under way during the first half of January but were hampered towards the end of the month by unsuitable weather conditions; employment in forestry remained lower than in the past several years.

Fluctuations in automobile production continued, accompanied by large-scale short-term layoffs. The total number of motor vehicles produced during the month was estimated to be 29 per cent lower than in January 1957. This resulted in increased unemployment not only in the automobile industry but also in the automotive parts and in the iron and steel industries. The output of iron and steel products was also affected by reduced non-residential construction and by reduced demand for heavy machinery and equipment. Although the iron and steel industry as a whole continued to operate well below capacity, farm implement production remained steady and there were some signs of improvement in the sheet metal products industry. Layoffs occurred in the industries producing electrical apparatus, including household equipment. Textile employment was seasonally low, and in some plants the production of spring lines was delayed by several weeks. Employment in the distributive trade was reduced during the month as a result of the release of the additional staff hired for the Christmas season.

Thirteen of the 34 labour market areas in the region were reclassified during the month, all but one from the moderate to the substantial labour surplus category. At February 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 20 (6); in moderate surplus, 14 (24); in balance, 0 (4).



Local Area Developments

Metropolitan Areas. Classification remained unchanged. *Hamilton* (Group 1)—The decline in employment occurred mainly in construction and in the iron and steel and automotive feeder industries. *Ottawa-Hull* (Group 2)—Construction employment declined because of cold weather but construction activity remained at a high level. Layoffs also occurred in the retail trade and in the wood products industry. *Windsor* (Group 1)—Recurring layoffs in the automobile industry and in automotive feeder and supplier plants kept unemployment at a high level, although there was a slight decline from the previous month.

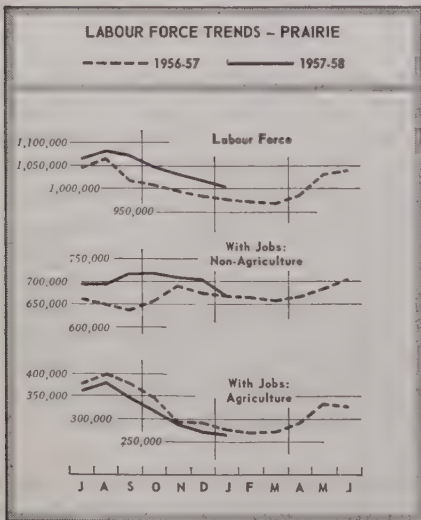
Reclassified from Group 2 to Group 1. *Toronto*—Decline in construction and reduced activity in the iron and steel industry led to a further decline in employment. Seasonal industries delayed the start of spring production or began operating with a reduced staff.

Major Industrial Areas. Reclassified from Group 2 to Group 1: *Brantford, Guelph, Peterborough and Sarnia*—Declines in construction and the production of electrical equipment and automotive parts resulted in an increase in unemployment. *Oshawa*—Apart from the layoff of a number of probationary employees, employment in the automobile plant remained steady. Layoffs occurred in the automobile parts industries. *Timmins-Kirkland Lake*—Employment in forestry declined.

Reclassified from Group 3 to Group 2: *Kingston*—Layoffs affected mainly construction and motor transport drivers.

Belleville-Trenton, Lindsay, Pembroke, Sault Ste. Marie and Simcoe (minor). Reclassified from Group 2 to Group 1.

PRAIRIE



THE Prairie region recorded a more-than-seasonal employment decline during January. At mid-month, persons with jobs were estimated at 934,000, some 41,000 fewer than a month earlier and 10,000 fewer than a year before. Non-farm employment was about the same as in January 1957.

Non-seasonal layoffs in some of the distributive and primary industries were largely responsible for the unusually large decline in employment during the month. A slowdown in grain shipments during the latter part of January resulted in layoffs among railway and grain elevator workers. Forestry employment increased, however, as hauling operations got underway, though total employment in the industry remained far below that of last year. Coal mining activities were reduced, particularly in Alberta, because unusually mild weather resulted in smaller demand. Oil drilling activity showed some improvement, though job opportunities continued to be fewer than last in 1957.

Mild weather aided the construction industry during the month. The upward employment trend in the residential sector continued. In the last quarter of 1957 housing starts in centres with a population of 5,000 and more totalled 4,750 compared with 2,550 in the last quarter of 1956, an increase of 2,200. Industrial construction was at a lower level than last year, though work was speeded up on some of the larger projects to take advantage of the good weather.

Manufacturing employment held up fairly well during the month but a number of small scattered layoffs occurred in building products and steel fabricating plants. Food processing plants were operating at capacity, in

contrast to the normal seasonal decline; a steady run of livestock and strong demands on the domestic and foreign markets were the main contributing factors.

Four labour market areas were reclassified during the month, from the moderate to the substantial surplus category. At February 1 the area classification was as follows (last year's figures in brackets): in substantial surplus, 15 (4), in moderate surplus, 5 (16).

Local Area Developments

Calgary (metropolitan). Reclassified from Group 2 into Group 1. Unemployment rose rapidly as heavy layoffs occurred in several seasonal industries. Construction, transportation and public utilities accounted for sizable employment declines, and manufacturing employment remained lower than a year earlier. Highly skilled professional and technical workers such as computers, observers, surveyors and registered nurses were in strong demand.

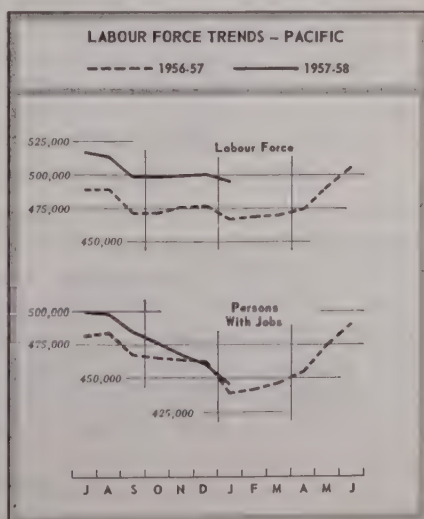
Edmonton (metropolitan). Remained in Group 1. Further employment reductions occurred in outdoor activities in the Edmonton area. Coal and metal mines were not as active as in the previous month. Manufacturing held firm, on the whole, though the usual seasonal declines occurred in beverage plants, bakeries, and building materials plants. Despite the steady decline in job opportunities, there were vacancies for technical and professional workers, such as registered nurses, dieticians, etc.

Winnipeg (metropolitan). Remained in Group 1. Seasonal employment contractions occurred in construction and transportation. Production and employment showed a moderate decline in some parts of manufacturing during the month.

Fort William-Port Arthur (major industrial). Remained in Group 1. The employment picture remained unchanged during the month. Manufacturing employment continued to show strength and seasonal layoffs in the transportation, storage and communication industry were largely offset by increased hirings in the woods industry. In spite of the increase, however, forestry employment was still well below the level of a year before.

PACIFIC

THE SETTLEMENT of the strike in the pulp and paper industry at the end of January was the outstanding event of the month in the Pacific region. The new contract provides increases in wages and paid vacations (see p. 127). The return of more than 5,000 workers to their jobs will provide a major stimulus to industrial activity, which normally begins to rise in this region in the first quarter of the year. Employment at January 18 was estimated at 444,000, some 15,000 lower than in December but 5,000 higher than a year before. Although employment during the fourth quarter of 1957 showed a greater decline than for the corresponding period in



1956, the decrease from mid-December 1957 to mid-January 1958 was much smaller than a year earlier. During January, employment was higher than last year in transportation, storage and communication, finance, public utility operation and trade, but lower in logging, manufacturing, mining and agriculture. Unemployment reached its seasonal peak in the second half of the month, about two weeks earlier than last year.

Manufacturing employment continued to drop, although layoffs were less numerous than in December. Mills were still operating below capacity despite some strengthening in the demand for lumber. Increased housing starts in Canada and the United States during the last quarter of 1957 and increased ocean shipments of lumber should result in continued improvement. Lumber inventories at December 1, 1957 were only slightly higher than a year before. So far, no appreciable improvement has occurred in the level of logging operations.

Mining activity fell in January, a further weakening in the United States market for lead and zinc resulting in layoffs in the central interior. Although construction employment rose in certain areas, there was little over-all change during the month. Housing starts in the larger population centres totalled 2,525 for the fourth quarter of 1957, an increase of 42 per cent over the comparable period in 1956. This has provided a much needed stimulus to construction employment. Ocean shipments of grain and lumber were again heavy in January, providing a high level of employment for longshoremen. Work progressed during the month on power and telephone projects. There was a good volume of activity in retail trade; department store sales in January were 6 per cent higher than in January 1957.

There were no changes in area classification during the month. At February 1, classification of the ten labour market areas in the region was the same as a month earlier and as at February 1, 1957: in substantial surplus, 9; in moderate surplus 1.

Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 1. After a sharp employment drop during the fourth quarter of 1957, the rate of decline appeared to be lessening in January, leaving the employment level at the end of the month about the same as in January 1957. Unemployment reached its peak during the second half of the month, two weeks earlier than last year. Logging operations decreased and there was little change in the level of lumber production in spite of further increases in shipments to the United Kingdom. Shipbuilding was active although some layoffs occurred.

Victoria (major industrial). Remained in Group 2. Employment declined during the fourth quarter of 1957 by about the same amount as a year before. In January 1958, employment appeared to be at least as high as a year before. Sawmills maintained steady production, and plywood and shingle mills resumed operations. Good progress was made in construction, with some increase in housing. Further layoffs at Yarrow's Limited, brought employment in shipbuilding to a level lower than that of last year. Unemployment reached a peak during the second half of the month.

NOTES OF CURRENT INTEREST

Advisory Committee on Professional Manpower

Although the supply of professional engineers had largely caught up with demand in Canada, and 1958 graduates would find it less easy to find their places in industry than had the graduates of the past two or three years, the situation was only temporary, it was agreed at the third meeting of the Advisory Committee on Professional Manpower, held in Ottawa January 23.

Students were warned that the easing of demand should not cause them to change their courses nor to abandon plans to pursue training and education that would lead to engineering.

The lessening of the gap between supply and demand was only a reflection of the economy's current slackening. The long-term trend of demand for engineers was still upwards, the Committee agreed.

The Committee met under the chairmanship of Dr. W. R. Dymond, Director of the Economics and Research Branch of the Department. It comprises representatives of professional associations, industry, education and various federal government departments and agencies.

It was first convened by the Department in February 1956 to exchange ideas on professional manpower and to act as a consultant body on the Department's activities in the professional manpower field.

The Minister of Labour, Hon. Michael Starr, welcoming the representatives, praised the recommendations made by the Committee during the past two years.

A. H. Brown, Deputy Minister of Labour, was also present for the opening of the meeting.

The meeting was given, and asked to comment on, the results of the first cycle of the continuing survey of the Department's Technical Register; it heard comments on the role of engineers in industry based on a survey conducted last summer and fall; and it heard reports on the role of technicians, the work of the Industrial Foundation on Education, and on the current supply and demand situation for engineers in Canada.

The results of the Department's first-cycle survey of the Technical Register were as yet preliminary and were not released

for publication. The Committee was asked to comment on the results obtained and the approach used in the survey.

Dr. P. H. Casselman, head of the Department's Specialized Manpower Resources Section, who presented the results of the survey, revealed that 8,426 persons in the technical and scientific professions—73.7 per cent of those receiving questionnaires—had replied in the survey. It was found that 40 per cent of the replies analyzed came from persons employed on administrative or supervisory functions, and that the largest number came from persons employed in manufacturing, with those employed by the federal Government providing the next largest number of responses.

The second cycle of the survey that will be conducted this year will cover about 22,000 in the scientific and technical professions. By using a new questionnaire developed for this survey, members of this year's graduating classes will be included; this will enable the Department to make a special analysis of this group.

One third of the personnel listed in the Technical Register will be surveyed each year, so that the entire Register will be brought up to date every three years. Thus current information will be available on the functions performed, the educational level, the income and personal characteristics of Canadian professional and technical manpower.

Dr. Dymond announced that the third bulletin in the professional manpower series would deal with Canadian students in the United States. (Bulletin No. 1 was *Trends in Professional Manpower Supplies and Requirements*; No. 2 was *Immigrants in Scientific and Technical Professions in Canada*.)

A. M. Sargent of the Specialized Manpower Resources Section, who was among those interviewing engineers in the survey of the role of engineers in industry, conducted as part of the Department's research program on the training of skilled manpower, described the impressions he had gained during the interviews. He stressed that they were not findings, merely his "impressions".

For the survey, 450 engineers, selected at random from 26 firms in 14 industries, were interviewed, and management was asked to answer a supplementary questionnaire. Aim of the survey was to investigate a variety of aspects of the training and employment of engineering manpower, such as, main sources of supply, functions performed, level of training and work experience required to give them competency, motivations that led them into engineering, and whether they considered that they were being properly utilized.

One hoped-for result of the survey will be a clearer picture of the work that industry considers to be engineering functions. "It is meaningless to say we have a shortage of engineers unless we specify the particular type of function for which employers usually think requires the services of an engineer," he pointed out.

Speaking of the proper utilization of engineers, Mr. Sargent explained that employment on non-technical jobs and on tasks below an engineer's capabilities, when part of a training program, would be valid utilization but such employment when no training program exists would be misutilization.

One difficulty in the way of eliminating sub-professional functions from engineering positions was the lack of technicians and engineering assistants, he said, pointing out that in the days when engineers were always available, little thought had been given to the training of technicians.

The shortage of new graduates that had resulted from companies' trying to bring into their establishments young men for development within the company was not, in Mr. Sargent's opinion, "critical". A shortage that was critical was that of qualified men with a number of years of experience who were sought for specific functions.

The most critical shortage, he thought, was of highly qualified engineers for developmental and research work.

Under the title, "Role of Technicians in Canadian Industry," J. P. Francis of the Economics and Research Branch commented on the results of the Department's research program into the training and utilization of skilled and technical manpower. He pointed out that the program was not aimed directly at technicians but, for example, at such questions as technological changes in a few industries and their effects on the kind and quantity of manpower used, and the training and work

experience of a sample of competent workers in a few different occupations.

A generally acceptable definition of a technician has yet to be found, he said, but it is possible to identify in many companies jobs that fall between that of the skilled production or maintenance worker and that of the professional. The fact that the way in which industry obtains and utilizes workers for these jobs is still in a fluid state makes it difficult to identify clearly the varying importance of the different functions at that level.

It was found, however, that to move from a top job in production or maintenance to a non-professional job in testing, planning and engineering required greater ability to think in the abstract and to apply scientific knowledge and methods to practical problems and situations. Such knowledge can best be developed by relatively long periods of formal education, Mr. Francis said.

He told the meeting of some of the results of the survey of the education and training acquired by a sample of competent workers in five selected occupations (L.G., Aug. 1957, p. 940; Nov. 1957, p. 1281).

He listed a few tentative conclusions from the findings to date:

- Canada has relied heavily on immigration as a source of technical manpower;

- Work in technical occupations requires intellectual preparation as well as practical experience;

- On-the-job training and apprenticeship is inadequate for jobs above the skilled tradesman but below the professional level.

"The Canadian educational system has not yet solved the problem of producing highly technical workers of a non-professional type in the numbers that our economic growth will inevitably demand," he concluded.

A. W. Crawford, Director, Canadian Vocational Training Branch, Department of Labour, described the functions and activities of his branch in training for professional and technical occupations. S. H. Deeks, Executive Director, Industrial Foundation on Education, dealt with some of the problems in determining the kind, number and training requirements of technicians in Canada; and Col. T. M. Medland, Executive Director, Association of Professional Engineers of Ontario, explained the Association's new system of classification of engineering technicians and technologists (L.G., Feb. 1957, p. 131).

Immigrants Added Most To Labour Force Growth

More than two thirds of the growth of Canada's labour force during the years 1950 to 1956 has been due to immigration. This estimate is given by David C. Corbett, Associate Professor of Political Science, University of British Columbia, in an article entitled "Immigrants and Canada's Economic Expansion" published in *International Labour Review* for January 1958. This publication is issued by the International Labour Office.

Prof. Corbett bases his estimate on the fact that during the years in question Canada's labour force grew by only about 600,000 persons, owing to the low birth rates in the 1930's, and on the calculation that three quarters of the immigrant workers who came to Canada in those years remained in Canada and in the labour force. This would mean, he says, that immigrants added about 420,000 to the labour force during the period.

The article traces the connection between the growth of Canada's economy in the years since 1950 and the ability of that economy to absorb immigrants. The writer also tries to calculate what the situation will be in the near future.

"The next stage in Canada's population growth may be a challenge to the economy's capacity to provide employment," says Prof. Corbett. "For the past few years the generation entering the labour force has been a relatively small one, born in the late 1930's. Very soon, however, the war and postwar generations in vast numbers will be ready to enter the labour force and will need jobs.

"...The immigrant workers who have come to Canada since the war have been filling a gap in the ranks of Canada's population. But soon the situation will be reversed and the labour force will be growing more rapidly than the population as a whole. Will there be enough jobs for the young Canadian workers? And if there are enough jobs for them will there be shortages of labour and new opportunities for immigrant workers?"

Prof. Corbett thinks that there is no need to be pessimistic about the economy's long-run response to challenges such as these. He points out that full employment depends on adequate demand, and he says, "Consumer demand can be sustained through a rise in standards of living or a growth of population or both... A long-range forecast is bound to be speculative, but there seems more likelihood of excess demand and inflation than of the reverse."

The article contains a number of interesting observations about the distribution of postwar immigrants in the various industries and parts of the country, and the labour turnover among immigrant workers. Prof. Corbett finds that there is no evidence to support the popular belief that immigrants tend to be attracted to, and concentrate in, industries that are growing rapidly. He also rejects another popular idea, that low wages in an industry are a sure sign that immigrant workers are employed in it. He concludes that "no simple general rule seems to explain why immigrants go into some industries and not others".

Union Membership Grows 2½ Per Cent in Year

A 2½-per-cent increase in Canadian trade union membership in the year ending January 1957, to a total of 1,386,185, is reported in the latest edition of *Labour Organization in Canada*, recently published. It is the 46th annual report issued by the Department.

The 1957 total, compiled just seven months after three quarters of Canadian union members realigned themselves to form the Canadian Labour Congress, was 32.8 per cent of non-agricultural paid workers. This proportion, despite the increase in total membership, was 0.5 per cent lower than a year earlier.

The 1957 survey showed that:

(a) The Canadian Labour Congress increased its membership by 40,000.

(b) Affiliation of the Brotherhood of Locomotive Firemen and Enginemen with the CLC reduced the size of the independent railway brotherhood group by 10,000.

(c) There were, at August 1957, six fewer provincial federations and 25 fewer local labour councils than a year before.

(d) The number of unions active in Canada decreased by seven.

(e) International unions gained 43,000 new members.

(f) National union membership changed little from last year.

(g) Ontario recorded the largest increase in union membership.

(h) Largest labour market gain was in Hamilton, where some 9,000 members were added.

(i) By industrial groups the largest change was in manufacturing, where the percentage of workers organized rose by 2 per cent.

The report may be obtained from the Superintendent of Government Publications, Queen's Printer, Ottawa, at 35 cents a copy.

International Unions Have 18 Million Members

A survey of 191 unions with members in Canada and the United States shows them with a membership of 18,350,000, approximately one million of whom were in Canada.

They pay annual dues of about \$620 million a year, an increase of \$162 million since 1955.

The survey showed that 49 of the unions reported a gain of at least 2,000 members over the two-year period, 1955-57, while 18 reported decreases of 2,000 or more.

Membership losses were heavy in some railroad unions because of labour force cuts, while losses by the textile and hosiery workers unions were the result of the United States textile industry's shift to the South.

Independent unions in the U.S. claimed to have a membership of 1,300,000.

British Unions Report 9.6 Million Members

The aggregate membership of trade unions in the United Kingdom at the end of 1956—the latest date for which official figures are available—was 9,699,800. This number was about 36,000 more than the total at the end of 1955, and 206,000 more than the total at the end of 1954. The statistics were compiled by the Ministry of Labour and National Service.

The Ministry report also notes that the total number of trade unions in existence at the end of 1956 was 647, including 25 with headquarters in Northern Ireland. The total was 21 below the 1955 figure; 25 small unions were absorbed by larger unions or otherwise ceased to function, and four new unions were formed.

In 1956, female membership in the U.K. unions amounted to 1,882,530, while there were 1,843,430 in 1955.

Australian Union Membership

At the end of 1956, Australia had 1,815,899 members in 377 unions, compared with 1,801,862 members in 372 unions a year earlier. The 1956 figures are the latest complete ones available.

Few Unionists in Pakistan

There are slightly more than 400 registered trade unions in Pakistan with a total membership of more than 400,000. However, an ILO mission estimated, not more than 100,000 workers belong to unions that are recognized by employers and only 30,000 received any legally enforceable protection from collective agreements.

U.K. Rail Unions Agree To Lone Man in Diesels

One-man operation of diesel locomotives has been accepted by British rail labour organizations, it was recently announced by British Railways.

The agreement covering one-man operation of both passenger and freight diesels, which became effective on January 1, 1958, has been concurred in by unions representing engineers, firemen, and all other rail employees, according to a spokesman for the company.

It ends three years of controversy attending this phase of a rail modernization program which is being carried out by the British Transport Commission. The program includes provisions for complete electrification.

Sees Technology Ending Economy's Rise and Fall

Scientific and technical developments may solve the problem of the periodical rise and fall of the country's economy, said N. R. Crump, President of the Canadian Pacific Railway, in an address to the Toronto Advertising and Sales Club last month.

"Technology, may, in fact, hold the promise of a solution to those swings of the economic pendulum which the 'built-in' stabilizers of the planners have yet failed to halt," he said.

New technical developments promise a "continuous flow of new opportunities," he continued. "In this sense it differs from the past, when opportunity, particularly in Canada, has been so largely governed by the successive yet sporadic spirit of growth which are characteristic of a predominantly resource-based economy such as ours."

As examples of technological advances Mr. Crump mentioned diesel locomotives, turbo-prop airliners, pipelines, super-highways, and the St. Lawrence Seaway.

Conciliation Chairman in Rail Dispute Withdraws

Withdrawal of Hon. Charles P. McTague, QC, from the chairmanship of the conciliation board established in the dispute between Canadian railways and 13 unions of non-operating employees was announced at the beginning of February by Hon. Michael Starr, Minister of Labour.

Mr. McTague withdrew, the Minister explained, as a result of the position taken by the unions' joint negotiating committee. He decided on this course of action so that nothing would stand in the way of ultimate settlement of the dispute.

In early January, Frank Hall, chairman of the negotiating committee, said in a letter to the Minister that the unions were protesting Mr. McTague's appointment because they believed he could not be considered an appropriate person to serve in the neutral capacity of chairman of the board.

Mr. Hall pointed out that Mr. McTague is president of two companies, director of nine others, and once represented the City of Toronto in an arbitration case affecting firemen.

In a letter to Mr. Hall advising him of Mr. McTague's withdrawal, the Minister said he had considered himself fortunate in having been able to obtain Mr. McTague's consent to serve. He was a person with a wide range of experience and a record of achievement in labour-management relations, Mr. Starr wrote. He also stressed Mr. McTague's "distinguished service" as a Justice of the Supreme Court of Ontario, his service as Chairman of the National War Labour Board "with conspicuous success and with the full support and appreciation of organized labour," and his service "with marked competence" as chairman on conciliation boards and as impartial arbitrator in disputes under Ontario jurisdiction.

Mr. McTague had been the nominee of the Brotherhood of Locomotive Firemen and Enginemen on conciliation boards established in disputes with the Canadian Pacific Railway Company and the Canadian National Railways, the Minister pointed out.

Mr. Starr promised to attempt to find a replacement for Mr. McTague as quickly as possible.

Ont. Industrial Fatalities Decrease by 10 in 1957

Fatal accidents listed in the records of the Industrial Accident Prevention Associations, Toronto, for 1957 totalled 95, a reduction of 10 from the 105 in 1956. Of the 1957 total, 23 were due to pneumoconiosis (a group of industrial diseases resulting from damage to the lungs from inhaling various types of dust).

Traffic accidents caused the second highest number of fatalities, 28, and explosions the third highest, 11.

Ten persons were crushed to death by falling objects, nine died in falls, three by electrocution, two in crane accidents, two in grinding wheel accidents and two in aircraft accidents.

The death of one person in each case resulted from an accident on a lift truck, lifting strain, being struck by an object, being caught in a machine, and from burns.

One died trying to look up an elevator shaft and one following a hernia operation. There was one drowning.

Incidence of Silicosis In Mines Said Reduced

Through a long-term preventive program, the incidence of silicosis in the mining industry has been reduced, according to R. E. Findlay, Manager of Aunor Gold Mines, Timmins, Ont. He was speaking at a three-day conference on industrial pulmonary diseases held in Toronto last month.

Silicosis is a lung condition caused by prolonged inhalation of silicon dioxide. The hazard is known to be present in at least 300 industrial processes.

Proof of progress in combatting the disease is evident in the fact that in 1926 it took 12.6 years for silicosis to develop, while in 1956 the average had risen to 27.4 years, Mr. Findlay noted.

Seriousness of the problem was substantiated by the fact that the Ontario Workmen's Compensation Board had spent \$15,798,685 from 1926 to 1956 for disability from the disease.

Urge Anti-Discrimination Law for Housing in Ont.

Extension of the Ontario Fair Accommodation Practices Act to cover housing was requested in a brief submitted January 21 to the provincial government by the Ontario Federation of Labour and 24 other labour, community, ethnic and church organizations. More than 50 persons made up the delegation.

The brief gave several examples of discrimination in the rental and sale of apartments and houses and included a copy of the anti-discrimination housing by-law passed by New York City only the month before.

The Ontario Act needs only a minor amendment to one clause, the brief pointed out, to have accommodation defined as applying to the use, rental or sale of multiple dwellings.

The delegation also called for an effective public education program on existing fair practices legislation in the province*, provisions for which are included in federal fair practices legislation and that of Nova Scotia.

*Legislation setting up a commission to integrate provincial laws dealing with human rights and that will provide for an educational program aimed at overcoming discrimination was forecast in the Speech from the Throne at the opening of the Ontario Legislature February 3.

Alberta Federation Asks Separate Labour Dept.

Establishment of a provincial labour department was requested, and strong opposition to a provincial salary schedule for teachers and objection to the permitting of gainful employment in certain tasks for 12-year-olds were expressed in the annual brief submitted by the Alberta Federation of Labour to the provincial government.

A minimum wage of \$1.25 an hour for all working persons in the province over 16 years of age, a 40-hour, five-day work-week, and two weeks annual holiday with pay for all employees with one or more years' service were also requested in the brief.

In calling for a separate Department of Labour as distinct from the present Department of Industry and Labour, the Federation said the industrial expansion of Alberta warranted two separate departments each with its own Minister.

"In our opinion," the brief stated, "it is wrong to expect the employees of a dual department to adequately service in an impartial manner both Industry and Labour."

Considerable pressure, the brief claimed, had been brought to bear to have the Alberta Teachers' Association deprived of its rights under the Alberta Labour Act and to take away from it the opportunity of collective bargaining. It had been suggested that collective bargaining be substituted with a provincial salary schedule, the Federation said.

Child Labour

An August order-in-council allowing children of 12 years of age "to take certain stipulated employment" was condemned by the Federation.

"For the past century labour and child welfare societies have been struggling and endeavouring to eliminate child employment in order to give children the opportunity to live as children..."

"Rather than pass legislation of this nature, it is the duty of your government to see that the fathers of these children are guaranteed a minimum wage high enough to provide a decent standard of living for the children."

The brief also asked more government protection for unions against "employer interference, unfair labour practices and outright company-dominated unionism".

It said Labour had been faced with a growing incidence of such practices in the past two years and predicted even greater interference "unless some form of protection is provided to the legitimate trade unions, stricter enforcement against issuing

of certificates to company unions and penalty enforcements of violations of the Alberta Labour Act or unfair labour practices through employer interference during the process of organizational work."

The Federation reiterated former requests for changes in the Alberta Labour Act asking for a more air-tight method of conducting a government-supervised vote for certifications and strikes; more curbs on employer circumvention in the process of negotiations; an end of "intimidation and coercion" in the use of employer petitions in the matter of certifications and the entitlement of a bargaining agent to be in a legal position to proceed with a strike vote.

In reference to the \$1.25 minimum wage request the brief said: "It is very difficult to understand how any worker, married or single, can exist on the present minimum wage standard of today."

The provincial government should "do everything within its power," the brief stated, to have a comprehensive health program instituted in the nation.

UAW Convention Sets 1958 Bargaining Goals

The most prominent of the demands decided on by the United Automobile Workers in drawing up its program for 1958 negotiations for a new contract was a proposal for a triple division of the profits of the automobile companies in excess of 10 per cent of net capital before deduction of taxes.

The proposal was that 50 per cent of this excess should be retained by the company, 25 per cent distributed among the employees who did not participate in executive bonus plans, and the remaining 25 per cent applied in price rebates to customers.

This proposal, as well as a number of other basic economic demands, was overwhelmingly approved by delegates to the union's special convention held in Detroit towards the end of last month. Opposition to the demands proposed by the international executive board was slight, most of the objections centring on the decision to give up emphasis on the objective of a shorter work-week.

Other demands approved by the convention included:

—A general wage increase based on the national increase in productivity, which the union contends is more than 3.9 per cent per year. It is reckoned that this demand would be equal to more than 10 cents an hour.

—An increase in supplementary unemployment benefits to 65 per cent of gross pay before tax deductions, plus \$2 for each dependent up to six, and extension of the possible duration of benefits from 26 to 52 weeks a year.

—An increase in pensions from \$2.25 to \$2.75 a month for each year of service, and the right to invest pension funds in community projects, such as housing and health facilities.

Other demands included a program to protect workers and their communities when work is moved from one plant to another; improved hospital and medical insurance benefits, and a 1958 contract of "short duration" compared with the present three-year agreement.

By an overwhelming majority the convention voted to increase union dues from \$3 to \$8 a month for March, April and May. The extra \$5 will be set aside for the union's strike fund, which at the end of 1957 amounted to \$24,041,713.

Walter Reuther, President of the UAW, made it clear that although the demand for a shorter work-week at increased pay was being deferred as a primary goal, it would still be kept in mind when negotiations begin about April 1 with the auto industry's Big Three. Union officials explained that the workers' share of 1958 profits might be applied towards payment for a shorter work-week if they so desired.

Let Hoffa Take Over But Appoint Monitors

An injunction preventing James R. Hoffa from taking over the presidency of the International Brotherhood of Teamsters, to which he was elected for a five-year term beginning December 1 at the union's convention last October, was removed in late January when an out-of-court settlement was reached.

The injunction was issued by a Federal District judge in Washington at the request of 13 rank-and-file members of the union from New York City, who contended that Hoffa had been wrongfully elected by delegates who had been sent to the convention in violation of the union's constitution (L.G., Nov. 1957, p. 1275).

The settlement provided for the appointment by the court of a board of three monitors, whose duty it will be to ensure the enforcement and protection of all rights of the individual members and to draft a model code of local union by-laws. The board consists of one nominee of each of the two parties to the court action and a chairman designated by the court.

The new convention and election sought by the 13 plaintiffs will not be held for at least a year, and possibly not until the time for a regular convention nearly four years from now. The monitors may recommend to the general executive board after one year that a new convention and election be held. They are to report to the court at six-month intervals. When a convention is held delegates shall be elected "in strict and literal compliance" with the union's international constitution.

A paragraph in the settlement dealing with finances says that the executive board "in consultation with the board of monitors shall review and where needed establish accounting and financial methods, procedures and controls affecting all funds and properties held, received and disbursed by or on behalf of" the union.

Hoffa and the other officers are prohibited from having a financial interest in companies with which the union bargains collectively, or from doing business with a company that bargains with the union.

The court order directs the executive board to "examine and review the status and condition of affiliated local unions under trusteeship, to the end that trusteeships be removed and self-government restored with all deliberate speed consistent with the best interests of the membership of such locals".

The order also provides that "no reprisal of any sort or nature" shall be taken against anyone because of his participation in the court action.

After one year Hoffa may petition the court to discharge the monitors.

At the end of January, Nathan Cayton, retired Chief Judge of the Municipal Court of Appeals for the District of Columbia, was named chairman. The other two monitors are lawyers for the union and for the 13 rank-and-file who petitioned for the injunction.

B.C. to Raise Provisions For Vocational Education

Increased provision for vocational and apprenticeship education was forecast in the Throne Speech at the opening of the British Columbia Legislature January 23.

The speech also indicated that legislation enabling a better superannuation allowance for municipal employees will be introduced, as well as certain amendments to the Public Services Medical Plan Act which provides medical insurance for 12,000 provincial government employees.

U.S. Unemployment Rises, Further Spurt Indicated

Unemployment in the United States increased more than seasonally in December to bring the total of unemployed to nearly 3.4 million. The jobless figure was 5.2 per cent of the labour force, the highest rate in three years.

Unemployment was up 700,000 over the year-earlier total.

During the month, the number without work increased by nearly 200,000 while the number with jobs dropped by almost half a million to 64.4 million.

The monthly report of the Departments of Commerce and Labour indicated that the jobless figure may spurt in January. It noted that unemployment insurance claims increased sharply by more than 500,000 since the December jobless count was taken.

SUB Plans Successfully Meet First Real Test

Union-management unemployment benefit funds are helping thousands of jobless workers in the United States at the present time, says A. H. Raskin, writing in *The New York Times*.

The funds, financed by employers in the steel, auto, rubber, glass, maritime and allied industries, are receiving their first real test, he says.

Employees of United States Steel Corporation alone are getting about \$1,000,000 per month in addition to state unemployment insurance.

Because payment records are kept on a company-by-company basis, reliable estimates of the number of workers receiving supplementary benefits are impossible. Guesses at the current total range from 100,000 to 200,000, with the average worker getting an industry payment of \$15 to \$25 a week. This is in addition to state benefits averaging \$30 a week.

The general attitude of company executives is a good deal more hospitable to the unemployment programs now than it was when Labour was making its big push for such benefits three years ago under the slogan of the "guaranteed annual wage," says Mr. Raskin.

The United Steelworkers, with 763,500 members in basic industries covered by the plan, note that in Pennsylvania, unemployment insurance provides a maximum of \$35 a week for 30 weeks to an unemployed person. Under the GAW plan, a Pittsburgh steel worker with four dependents would get \$33 on top of the state's \$35, or \$68 a week, and when he exhausted his state

benefits, he would still continue to draw \$55 a week for 22 more weeks under the GAW plan.

In the auto industry, General Motors has a reserve supplementary unemployment benefit fund amounting to \$85,000,000 and has distributed \$5,500,000 in benefits since the payments started a year and a half ago. For Ford the figures are \$36,898,000 in reserves and \$2,058,000 in benefits, for Chrysler \$22,000,000 and \$3,400,000, for Studebaker-Packard \$2,056,818 and \$298,394, and for American Motors, \$1,213,000 and \$62,500.

The average payment in the auto industry is \$15 a week, while it is \$23 per week in the steel industry.

Rubber Workers Local Accepts Firm's SUB Plan

A local of the United Rubber Workers has accepted a three-year supplementary unemployment benefit plan proposed by the Goodyear Tire and Rubber Company of Canada Limited for 1,650 employees at the New Toronto plant.

The company, since February 20, 1957, has been paying into a reserve fund 3 cents for every man-hour worked since then.

Under the plan, any employee with one year's seniority laid off after January 19 this year was eligible for benefits, which will be paid after February 17.

The scheme will pay employees without dependents 65 per cent of their take-home pay after taxes and unemployment insurance deductions to a maximum of \$28 a week. Employees with dependents will receive an additional \$5 a week.

Edmonton Central Labour Councils Amalgamate

Edmonton's two central labour councils, the Edmonton Trades and Labour Council (formerly TLC) and the Edmonton Labour Council (CCL) last month merged to form the Edmonton and District Labour Council (CLC).

The new body will represent 15,000 trade unionists in the city and environs.

Under the terms of the merger agreement, the president and four executive members were elected from the former CCL group, and the vice president, secretary-treasurer, sergeant-at-arms and three executive members were elected from the former TLC council.

James Shewchuk, President of the former CCL council, was elected President of the merged body. John Hart was named vice president and H. G. Turner, secretary-treasurer.

In Newfoundland, three independent loggers' unions have affiliated with the United Brotherhood of Carpenters and Joiners. The three unions were the Newfoundland Lumbermen's Association, the Fishermen's Protective Union and the Newfoundland Labourers' Union.

In the United States, the Carpenters were at the same time being suspended from the Industrial Union Department of the AFL-CIO for non-payment of per capita tax.

Former Labour Minister Named to U.N. Post

Hon. Milton F. Gregg, VC, Minister of Labour from August 1950 until June 1957, last month was appointed resident officer for the United Nations at Baghdad, Iraq.

Proceedings of Parliament of Labour Interest

Winter Employment Projects

December 20

Work projects involving an expenditure of \$3,500,000 and that will provide 1,062,000 man-hours of work for some 600 individuals were announced in the House by Hon. George H. Hees, Minister of Transport. The work, being undertaken by Canadian National Railways, will be charged to the company's 1958 budget. The Government gave advance approval to the projects so that winter employment could be provided.

December 20

Work will be provided for some 75 men at the Terra Nova project, and a further 175 in the Fundy National Park area, Hon. Alvin Hamilton, Minister of Northern Affairs and National Resources, advised the House, replying to questions on winter employment.

January 3

The federal Government has decided to offer to the provinces an arrangement under which it would be prepared to pay 50 per cent of the cost of construction of forest access roads where the work is done between the date of the offer and June 30, 1958, Hon. Alvin Hamilton, Minister of Northern Affairs and National Resources, said. The projects should provide employment for 1,000 to 2,000 men. The jobs would be additional to the 1,700 to 2,000 previously provided for men in national parks projects.

January 14

Hon. Alvin Hamilton, Minister of Northern Affairs and National Resources, made a further statement on winter employment projects.

January 20

Mr. Hamilton made another statement on winter employment projects.

January 20

Transport Minister Hees announced that the Canadian National Railways was putting into effect immediately a works program on all lines designed to provide winter employment. The program was in addition to one announced earlier to provide work for 600 men, at an estimated cost of \$3,500,000.

The supplementary work programs will not mean new hirings but are being designed to keep the existing labour force employed, he explained.

January 24

The Government, said Prime Minister Diefenbaker, "has been giving every consideration to the establishment of public works in our country, to the end that where unemployment exists employment will be provided". He was answering a question by E. G. McCullough (Moose Mountain).

Unemployment Statistics

December 20

The number of persons unemployed in the Quebec District at the end of November 1956 was 7,650, while at the end of the same month in 1957 the number registered for employment at the Quebec City office of the Unemployment Insurance Commission was 9,997, Labour Minister Starr informed Wilfrid LaCroix (Quebec-Montmorency).

January 10

Hon. Michael Starr, Minister of Labour, told the House there were 698,153 persons registered at unemployment offices across Canada on December 26, 1957, while there were 387,327 registered as of December 27, 1956.

Mr. Starr pointed out that the 1957 figure included fishermen, who were not numbered among those on the register in 1956, and that persons were on the files sooner in 1957 than in 1956 due to a recent amendment to the Unemployment Insurance Act. These two facts must be considered when comparing the figures, he cautioned.

He also pointed out that the figure quoted was not a figure of those unemployed and seeking work, which is compiled by the Dominion Bureau of Statistics.

January 13

Labour Minister Starr, replying to a question by Hon. Paul Martin (Essex East), advised that there were 754,640 persons, as of January 2, 1958, registered with the National Employment Service. Mr. Starr noted that: "... the National Employment Service figures are operational figures compiled for the convenience of the officials of National Employment Service. They do not purport to be a figure for the number of persons unemployed in Canada. The only such figure is the Dominion Bureau of Statistics figure for persons out of work and seeking jobs..."

January 20

At January 9, 1958, there were 798,000 persons registered with the Unemployment Insurance Commission offices across Canada, Labour Minister Starr stated.

January 21

Hon. Michael Starr, Minister of Labour, referring to an unemployment figure of 796,000 used in the House and outside of it, stated: "I note, Mr. Speaker, that there has been a great deal of misrepresentation of that figure. Despite the fact that I emphasized that this figure has never been accepted as an official unemployment figure, there is still a tendency to consider it in that light. In the *Globe and Mail* of this morning, for example, the figure is referred to as '796,371 Jobless.' I make this point, Mr. Speaker, because a number of members have asked me about the figure, and I want to point out that it was not the policy of the previous government to release it. In fact on numerous occasions members of the previous government made it very plain that the only official unemployment figure was the Dominion Bureau of Statistics figure, which now stands at 386,000. It has a serious effect on public confidence, Mr. Speaker, when a figure which is in fact an operational figure relating to operations of the Unemployment Insurance Commission is persistently referred to as the official unemployment figure."

Canada Elections Act

January 3

Stanley Knowles (Winnipeg North Centre) moved second reading of a bill to amend the Canada Elections Act to extend the privilege of voting at advance polls in federal elections to any qualified voter who will be away from home on election day. The hour for consideration of private bills expired before the question was put.

Bill of Rights

January 6

M. J. Coldwell (Rosetown-Biggart) moved an amendment to the British North America Act to include an article on "Human Rights". After a long debate, the House adjourned without the question being put.

Canadian National Steamships Strike

January 7

Hon. George Hees, Minister of Transport, denied a report that the Government was considering the sale of Canadian National Steamships that were strike-bound.

Alleged Inefficiency in UIC Office

January 7

Labour Minister Starr has received no reports of inefficiency in the Vancouver office of the Unemployment Insurance Commission in the matter of processing claims, he informed the House in reply to a question by Frank Howard (Skeena). He added: "When and if I do... appropriate action will be taken."

Federal Aid to Education

January 7

M. J. Coldwell (Rosetown-Biggart) moved: This House is of the opinion that the Government should give consideration to the advisability of taking steps to relieve the financial crisis in education, without encroaching in any way on the exclusive jurisdiction of the provinces in this field, by granting financial assistance to the various provinces for the expansion and equalization of educational opportunity across Canada.

The motion was defeated, 163 to 27.

Protest over Conciliation Board Chairman

January 8

No decision had been reached by the Government, Labour Minister Starr told the House, in connection with the protests from non-operating railway unions over the appointment of Charles P. McTague as chairman of the conciliation board to deal with the dispute between the railroads and the unions. Mr. Starr was questioned on the matter by Claude Ellis (Regina City).

Health Insurance

January 10

Hon. J. W. Monteith, Minister of National Health and Welfare, announced that the Government intended to introduce, at the next session of Parliament, an amendment to the Hospital Insurance and Diagnostic Services Act that would permit "any province that has signed an agreement with the federal Government and has a provincial law in force to receive federal contributions on or after July 1, 1958." The proposed new section would substitute for Section 6 (2) of the Act, which reads:

No contributions shall be paid under this Act until at least six provinces, containing at least one-half of the population of Canada, have entered into an agreement and the provincial law in relation to those provinces is in force.

The amendment will accomplish two purposes, the Minister said: (1) It establishes an effective date for the start of the program, and (2) The start of the program in any one province will no longer be dependent upon the action in at least five other provinces.

Old Age Security Investigation

January 13

The Prime Minister reminded the House that the Government intended, in addition to the present pension systems, "to give full consideration to investigating the insurance system in the United States to the end that we will bring about in Canada a rounded and effective contributory social security system over and above that which already exists." The services of Gordon Huson, professor of business administration at the University of Western Ontario, to make an independent study of the American system and its application to our Canadian problem, have now been retained, he announced.

January 24

Prime Minister Diefenbaker advised that Dr. Robert M. Clark, University of British Columbia, would replace Prof. Gordon Huson in the task of making a study of pension schemes used in the United States that might be applied in Canada. Mr. Huson asked to be relieved from the post because he did not feel that he could carry out the necessary survey under a year, while the Government wants an answer to the problem within three or four months, he explained.

Motion for Unemployment Debate

January 14

T. S. Barnett (Comox-Alberni) moved the adjournment of the House for the purpose of discussing "the alarming unemploy-

ment situation now facing this country... and the need for immediate action to provide employment". The Speaker did not allow the debate, because he did not consider the matter one for which the regular routine of business of the House should be interrupted. He pointed out that there had been a great deal of talk about the unemployment situation during this session, and that unemployment is a situation that develops slowly and one that can be dealt with only deliberately and through the course of time.

Unemployment Insurance Contributions

January 14

There is no government plan to increase contributions of those participating in the unemployment insurance scheme, Labour Minister Starr told C. E. Johnston (Bow River). Mr. Starr also stated there was no truth in a report that the insurance fund was being alarmingly depleted. There was a total of \$884 million in it.

Increased Pensions

January 14

Seven provinces have signed agreements to share with the federal Government increases in old age security pensions shared by the two levels of government, said Health Minister Monteith, replying to a question by Stanley Knowles (Winnipeg North Centre). The provinces: Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. The other three provinces indicated they will complete agreements as soon as possible.

Unemployment Assistance

January 15

The province of Nova Scotia has not yet signed an agreement under terms of the Unemployment Assistance Act, Health Minister Monteith told T.A.M. Kirk (Shelburne-Yarmouth-Clare).

Voluntary Revocable Check-Off

January 24

Bill No. 5, to amend the Industrial Relations and Disputes Investigation Act and provide for voluntary revocable check-off of union dues, introduced to Commons by Stanley Knowles (Winnipeg North Centre), was talked out.

Farm Prices Bill

January 25

Bill No. 237, to provide for the stabilization of prices of agricultural commodities, following lengthy debate, given second and third reading and passed.

Married Women Working for Pay in Eight Canadian Cities

Overwhelming reason why married women work outside the home is to raise family's standard of living, it was found in survey conducted in eight cities. Department has just published report on the survey

"The overwhelming reason why married women—especially those with children—work outside the home is to raise the family standard of living." This is one of the main findings of a survey of married women working for pay in eight Canadian cities initiated by the Department in 1955.

A report on the survey published this month, *Married Women Working for Pay in 8 Canadian Cities*, is available, in English and French, from the Queen's Printer (Superintendent of Government Publications) for 25c a copy.

"The survey established beyond doubt that the overwhelming reason why these married women were working outside the home was the economic one," the report says. "Naturally," it continues, "a considerable proportion (of those interviewed) mentioned other satisfactions too, such as the enjoyment of contact with fellow workers. Some who originally went to work for economic reasons stayed on because they became accustomed to the added income and, also, many learned to enjoy the life. A small proportion were the main bread-winners for the family, but the great majority were working, not 'to keep the wolf from the door', which their husbands were generally able to do themselves, but to raise the family standard of living. The additional income that these women brought in was practically all spent on the home and family, and even when it was small it was likely to buy otherwise unattainable 'luxuries'."

This survey was planned by the Women's Bureau and the Economics and Research Branch of the Department of Labour. The Dominion Bureau of Statistics and the Department of National Health and Welfare helped with technical advice. It was undertaken to provide authoritative information which would throw light on questions that are constantly being asked about the position of married women in the Canadian labour force.

The survey was conducted by means of personal interviews with married working women in the cities of Halifax, Quebec, Montreal, Toronto, Winnipeg, Saskatoon, Edmonton, and Vancouver; the interviewers were for the most part graduate students

in social work, working under the supervision of members of the faculties of a number of Canadian universities. The number of interviews carried out was 786.

The report of the survey is divided into seven sections: I—Who Are the Married Working Women? II—What Are They Doing? III—Are They Regular Members of the Labour Force? IV—What Do They and Their Husbands Earn? V—Why Are They Working? VI—How Do Things Work Out at Home? VII—How Do the Immigrants Fare? These are followed by a Summary and Conclusions. Thirty-seven tables are interspersed with the text.

Who Are They?

"The married working women in the sample were, on the whole, younger and better educated than married women generally," the report says. "Eighty per cent were full-time workers. The largest group of women earned from \$1,000 to \$1,999. The 30 per cent who had vocational training were mainly stenographers, nurses or teachers. Most of these women carried the main responsibility for their household work. Few had paid help, but households were small and husbands and relatives helped to lighten the load. In nearly half of the homes where there was a husband present there were no children. Arrangements for child care were generally made at or near home, little use being made of agencies for the purpose."

What Are They Doing?

The largest number of women in the sample were found to be employed in the occupation that employs the largest number of Canadian women in general: clerical work. Factory work came next, with a higher proportion than would have been expected, judging by information from other sources. The service industries, on the other hand, appeared to be under-represented in the sample, the report said.

"The industries in which these women were employed varied a good deal in different parts of the country, depending on opportunity and other factors. In the industrial provinces of Ontario and Quebec,

manufacturing was, of course, to the fore. In the cities located outside these two provinces, the service industry employed the largest number in the sample," according to the report.

In their choice of work, the women in the survey appeared to be making good use of whatever education or training they had received. This, however, did not seem to apply so much to those with teaching experience, many of whom had taken up clerical work.

Regular Members of Labour Force?

The survey did not provide a complete answer to the question of the extent to which these women were regular members of the labour force, the report said. Owing probably to the fact that they were less likely to have dependent children, the older women seemed to be permanently attached to their work more often than the younger ones.

"Most of the women in the sample do not regard work outside the home as unusual for them. They have been working continuously for some time—the vast majority in full-time jobs—and they expect to continue as working women. It is when the children arrive that women seem to find part-time jobs if possible. But part-time jobs are usually scarce; also, those who feel they must work for financial reasons are often compelled to work full time if the effort is to be worthwhile. Part-time jobs are a luxury that few women in this sample felt they could afford," the report says.

It adds that the smallness of the proportion of married women who work outside the home at any time is in itself a sign that the home is the central part of women's lives. "Even for these women who are working, the evidence suggests that work is not generally the main theme of their lives. For most of them the reasons for working are tied up with their primary interest of improving the lot of their families," the report points out.

What Do They Earn?

The survey included an inquiry into the earnings of the women in the sample, and also the earnings of their husbands.

"The women in the sample were better paid than a cross section of Canadian non-farm working women in 1954," the report states. "One reason for this is that the sample was drawn from the larger centres, where wages are higher than in other parts of Canada. Also, women in their thirties made up a high proportion of the sample population, and it is in those years that

women reach their peak incomes. Nevertheless, nearly 60 per cent of the women earned less than \$2,000 in the year preceding the survey. Only about 8 per cent got \$3,000 or more.

"The husbands of these married working women, though better paid than their wives, were on the whole not high-income earners compared with Canadian men generally. The largest group in the sample received between \$3,000 and \$3,999; only about 14 per cent got \$4,000 or more. But when husbands' and wives' incomes were added together, more than half of the families received at least \$4,000."

How Do Things Work Out at Home?

The effect on the home and especially on dependent children when married women are working out was one of the most important of the questions investigated. About 44 per cent of the women in the sample had no dependent children, and the findings of the survey did not in general support "the notion that the typical married working woman is a mother with children who are being neglected". Of the women under 25, as well as those 55 or over, more than 60 per cent were without dependent children, it said.

Married women in the sample who had dependent children insisted that their children were being well looked after while they themselves were away at work. In such families the father often helped in looking after the children. "The tendency of working mothers seemed to be to avoid as far as possible being away from the children when father was also absent," the report says.

Other relations sometimes cared for the children while their mother was away. "Grandmothers played an important role, especially in looking after the children... Neighbours, too, were often helpful in keeping an eye on children after school," according to the report.

Women interviewed who had no young children themselves often held the view that there ought to be more day nurseries or similar institutions, but such institutions are not widely used by those who had children. Of one eastern city where special inquiries were made the report says, "It is safe to say that in that city not more than 10 per cent of the mothers of pre-schoolers used organized facilities such as nurseries, kindergartens or other schools."

It also says that most mothers prefer some arrangement, such as leaving them with a relation or a neighbour, which does not make it necessary to remove the children from their homes. "Any other plan

does not appeal to mothers for their own children, although day nurseries were often suggested as a solution for care of children of other working mothers."

Although the attitudes of the women interviewed were generally favourable to married women working, opinions were clearly divided when it came to the question of whether or not mothers should work. "A woman's opinion on that subject seemed to depend a good deal on her own situation," according to the report. "A widespread view among those who had no children themselves was that a mother's place is at home with her children."

The survey did not show that the homes necessarily suffer when the wife works outside. "It should be kept in mind, however, that this information is based on interviews with married women who are working. The great majority of married women, those not working outside, many of whom have had work experience, could very well have a different story to tell," the report declares.

How Do Immigrants Fare?

About one in three of the women in the sample were born outside Canada, the report says. About half of the immigrants had come to Canada since 1950, the largest group having come from Europe. A third of the immigrants came from the United Kingdom or the United States, but the other two thirds, who were likely to be handicapped by lack of knowledge of English, appeared to be working longer hours, and to be earning less money than the Canadian-born. On the whole the immigrant women were older than the native-born Canadians, and since older women

are often found in the lower paid jobs, this would also partly account for their lower earnings, the report points out.

"There is no evidence from this survey that the foreign-born married women are necessarily more likely to be working than those born in Canada," the report says. "However, most of the immigrants were married to foreign-born men, whose ordinary earning power would probably be reduced somewhat for the first few years in Canada. This would be a further incentive for the wives to help out with the family budget." There was no conclusive evidence to show that the earnings of husbands or foreign-born women were lower than those of other husbands in the sample.

Public Opposition

"In a labour market where jobs are relatively plentiful, the suggestion is seldom heard that the married woman, typically the second wage-earner in the family, should give up her job to make room for someone who depends entirely on his work for a living. Whether or not public attitudes to married women working would be different if the economy should become less buoyant is hard to predict. Should competition for jobs become keen, opposition to married women working could very well grow," the report states.

Contrary to what might have been expected, "the married working woman in this sample had a remarkably stable work record, and she seemed to feel very much attached to her job." But, the report adds, "there is no doubt that for the married woman, her home and family are still her primary interest."

Russell Harvey, Ontario Regional Director of Organization, has relinquished that post with the Canadian Labour Congress rather than give up his membership on the Ontario Labour Relations Board. A CLC rule bars staff members from holding any other job.

Mr. Harvey is succeeded in the post by Henry G. Rhodes, CLC Director of Organization for the Prairie Region.

Gordon Wilkinson, Regina, Director of Education for the Prairie Region, has taken Mr. Rhodes' post, while Mr. Wilkinson's job goes to Robert Hale, Regina, until now a CLC organizational representative.

Other occurrences of interest to labour are as follows:

M. H. (Mike) Nicolls of Toronto has been re-elected to his fifth consecutive term as President of the Toronto Building and Construction Trades Council.

Clovis Bernier, Montreal, Chief Factory Inspector for Quebec province, and W. James Cheevers, St. Catharines, factory inspector for the St. Catharines and Niagara District of Ontario, both died of heart attacks while attending the annual meeting in Toronto last month of the Factory Inspection Branch of the Ontario Department of Labour.

Employment Conditions in 1957

Economic activity in 1957 slower than in two preceding years. For year as a whole, employment up 2.4 per cent over 1956 but striking increase in the labour force led to a marked increase in unemployment

Economic activity in 1957 proceeded at a distinctly slower pace than in the two preceding years.

Output ceased expanding at the beginning of the year and remained stable for the remainder. It is estimated that the Gross National Product for 1957, by volume, will be about the same as in 1956. This is the second year in the postwar period that the GNP has failed to expand; the other year was 1954, when it declined by 2.3 per cent.

A number of outstanding factors contributed to the change from the rapid expansion of previous years to stability in 1957. Owing to a sharp drop in the first part of the year, housing expenditures for the first nine months were 10 per cent lower than in 1956. The boom in non-residential construction was maintained through most of 1957, but there were signs of slackening in the second half of the year. World demand eased for the products of some export industries, notably lumber, newsprint, pulpwood, copper, lead and zinc. Domestic demand was also lower for some consumer durable goods, notably automobiles.

Reductions in inventory had an additional restraining influence on production. Throughout the year stocks were built up at a progressively slower rate and this, of course, resulted in reduced production. The effect of this slowdown was most pronounced in manufacturing, particularly in the wood products, electrical apparatus, transportation equipment and pulp and paper industries.

One of the offsetting strengths during the year was the continued growth of consumer expenditures. Consumer outlays for the first three quarters of 1957 were 6 per cent higher than in the same period in 1956. After allowing for price changes, however, this gain was only 2 per cent, one of the smallest in the postwar period. Expenditures on consumer durable goods were down by 5 per cent, in real terms, largely because of smaller purchases of automobiles. This decline was more than offset by an increase in consumer outlays on non-durable goods and services.

Moderate increases occurred in government expenditures. During the first nine months government outlays on goods and services were about 7 per cent higher than

in 1956. With allowances for price increases, however, the gain amounted to just over 1 per cent.

For more than half the year employment continued to rise despite the levelling-off in output, and only in the last quarter was there any appreciable downward trend. For the year as a whole, employment was 2.4 per cent higher than in 1956. This rate of growth was smaller than that of 1955 and 1956, but higher than in any other year in the past decade.

The employment increase was widespread, both industrially and geographically. Gains were registered in all regions, ranging from 2.0 per cent in the Prairie region to 2.7 per cent in Quebec. Most industries employed more people than a year earlier. Manufacturing and services, each with 50,000 more workers, accounted for most of the total gain. Construction employment was higher by 24,000, or 6 per cent.

Agriculture and forestry were the only industries in which average employment was lower than in 1956. The decrease in agriculture is the continuation of a long-term trend; farm employment has been declining fairly steadily since the 1930's. The employment decline in forestry, on the other hand, reverses the trend of previous years. This was partly the result of a weaker demand for lumber early in the year. In addition, pulp-cutting programs were sharply reduced in Eastern Canada in the second half of the year.

As mentioned earlier, the general trend of employment turned downward in the second half of 1957. Forestry was one of the main contributing industries. Forestry employment in December was 104,000, some 54,000 fewer than a year earlier. The average decline for the year as a whole, however, amounted to only 13,000.

Construction contributed substantially to the decline in total employment only during December. Slackening was most evident in the non-residential part of the industry; residential construction showed a strong recovery in the last half of the year. Total construction employment was 6 per cent higher than a year earlier, on the average, but fell to about the same level at the end of the year.

The steady expansion of the service industries and the more stable goods-producing industries offset to a considerable extent the declines in forestry and construction during the last few months of the year. With the settlement of a strike of aluminum workers in September, employment in the non-ferrous metal products industries returned to normal. The shipbuilding, food and beverages, and chemicals industries continued to expand steadily. Mining employment was maintained in spite of the unfavourable market for copper, lead and zinc.

Although the downturn in employment lagged behind the turning point in production, there were signs of slackening in demand for labour during most of the year. Short-time and part-time work were instituted in an increasing number of firms as the year progressed. By December the number of workers on short time or laid off temporarily was estimated to be 103,000, compared with fewer than 60,000 a year earlier. The work-week in manufacturing averaged 40.3 hours in November, down from 41.6 hours a year earlier; among other main industry groups only mining showed a longer work-week than a year ago.

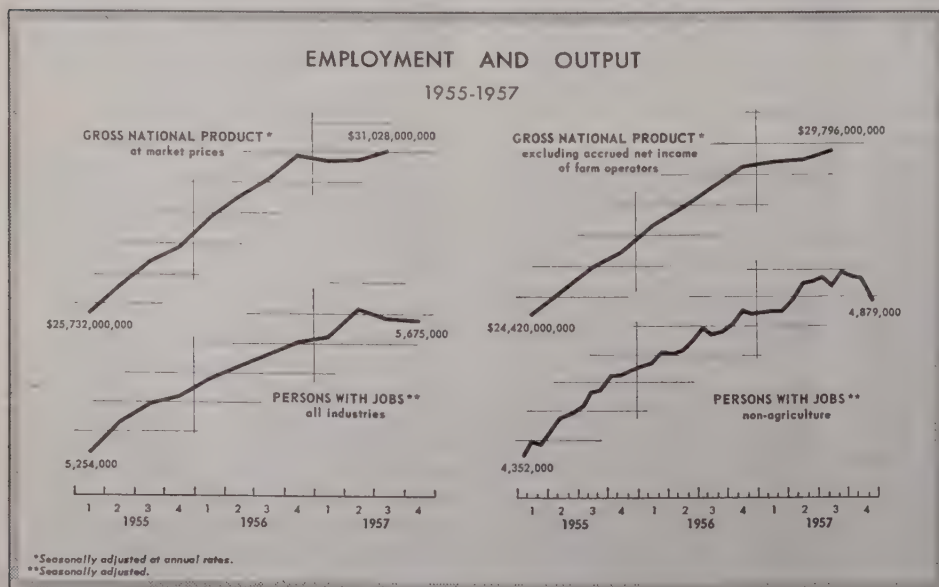
An unusually large increase in the labour force was one of the striking developments of the year. The increase, at 3.7 per cent, was almost double the average annual rate of the preceding five years. Less than half the labour force growth in 1957 was accounted for by the natural increase in population. The remainder was largely the result of immigration, which reached a

record total for the postwar period. Immigration for the year is estimated at about 280,000, compared with 165,000 for 1956 and 110,000 for 1955.

The record growth of the labour force and the more moderate rise of employment led to a marked increase in unemployment. The number of persons without jobs and seeking work averaged 4.3 per cent of the labour force in 1957, considerably more than the long-term average. The increase over the year was quite general, all regions experiencing a substantial rise in the number of job seekers. The increase amounted to 25 per cent in Quebec, 26 per cent in the Prairies, 47 per cent in the Atlantic region, 58 per cent in Ontario and 100 per cent in British Columbia. As a proportion of the labour force, job seekers were 2.3 per cent in the Prairies, 3.1 per cent in Ontario, 4.5 per cent in British Columbia, 5.8 per cent in Quebec and 7.9 per cent in the Atlantic region.

Labour-Management Relations

Labour-management negotiations in 1957 produced further improvements in wages and working conditions. A sample of collective agreements signed during the first half of 1957 shows that wage increases of more than 10 cents were more frequent than in 1956. The proportion of workers with a standard work-week of 40 hours rose from 5 out of 10 in 1954 to almost 7 out of 10 in 1957. The number of workers entitled to a third week of vacation following varying periods of service rose by the same proportion.



More work stoppage occurred in 1957 than in 1956—245 compared with 229—and a number of the strikes were of long duration and involved large numbers of workers, so that much more time was lost through work stoppages than in 1956—1,607,000 man-days in 1957 compared with 1,246,000 in 1956.

National Employment Service

A number of important changes were made in the Unemployment Insurance Act and Regulations during the year.

Coverage was extended to fishermen, both those who are employees and those who are self-employed. Contributions from fishermen began April 1, 1957 and these workers were eligible for benefit on December 1, 1957. Approximately 15,000 fishermen who had never been in insurable employment previously were registered. There are, of course, large numbers of fishermen already registered as a result of previous work in an insured occupation.

The Act was amended to extend the seasonal benefit period and to liberalize the conditions governing the payment of seasonal benefit.

Previously, seasonal benefit was paid from January 1 to April 15, and was determined on the basis of one week's benefit for every two weekly contributions; the minimum duration of benefit was 10 weeks. The amendment to the Act extended the period of seasonal benefit from December 1 to May 15. The duration of the benefit period is now determined on the basis of five weeks' benefit for each six weekly contributions, and the minimum duration is 13 weeks.

Before 1957, special regulations applied to married women. These imposed additional conditions which had to be fulfilled by recently married women before they could qualify for unemployment insurance benefit. The regulations were revoked in 1957, effective November 17.

The number of persons registered with the National Employment Service in 1957 showed a sharp increase over 1956. The increase was partly the result of the foregoing changes in the Unemployment Insurance Act, but it is not possible to separate the effects of these changes from the effects of changes in employment conditions. In 1957 there were, on the average, 421,000 persons registered at NES offices, compared with 307,000 in 1956. The increase in registrations was particularly marked at the end of the year.

ATLANTIC REGION

Total employment in the Atlantic region was maintained at a slightly higher level during 1957 than during 1956. Non-farm

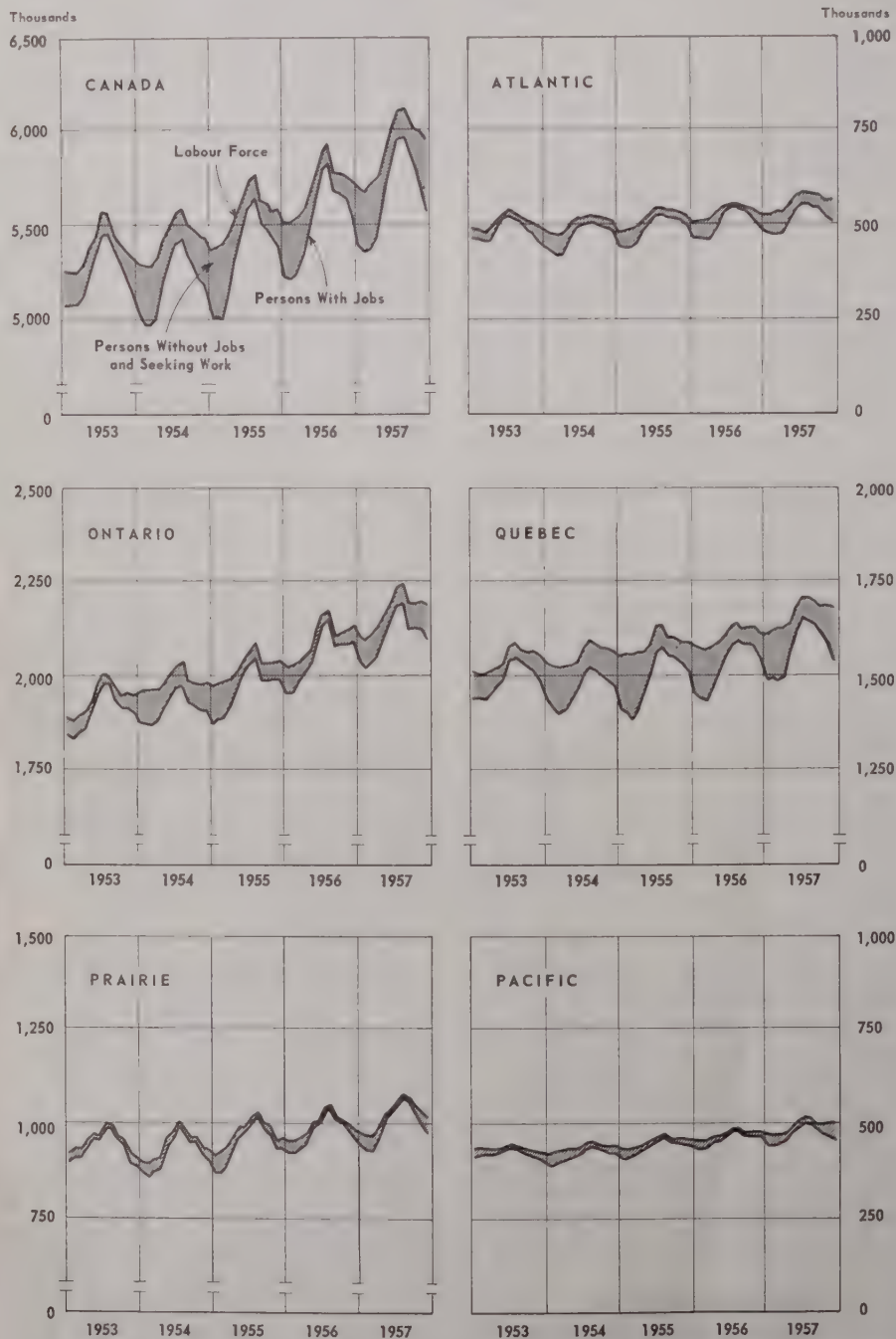
employment increased and farm employment declined during the first half of the year. These trends were reversed in the second half, largely because of weaknesses in forestry and construction, industries of major importance in this region. Farm employment showed substantial year-to-year gains in the third and fourth quarters, more than offsetting the declines in non-farm industries. For the year as a whole, total employment (annual average) rose to 559,000, some 12,000 higher than the figure for 1956.

Unemployment rose fairly rapidly during the year as employment expansion failed to keep pace with the growth of the labour force. The increase in the labour force was unusually large during 1957, 4.9 per cent compared with 3.7 per cent for the country as a whole. It was the largest gain recorded in the postwar period. The unusually sharp increase in the labour force was accounted for largely by workers returning to the region following a slowdown in industries such as construction and mining in other parts of Canada. Immigration also added to the working population, though the gain from this source in this region was small in relation to other parts of the country.

A noteworthy feature of the employment situation in the Atlantic provinces was that forestry and construction, which provided much of the strength in 1956, were the major sources of weakness in 1957. In fact, all other major industries, except mining, recorded increases in activity over the year. The decline in mining resulted from the permanent closure of the Cumberland Railway and Coal Co. mine at Springhill, N.S., following the disaster there in November 1956. Coal mining in Cape Breton improved during the year; in the latter half of 1957 there were vacancies for at least 150 additional mine workers.

Logging employment was maintained fairly well during the first nine months of the year but a particularly sharp drop occurred in the last quarter. By the end of 1957, the year-to-year decline amounted to about 20 per cent. In particular areas, the effects of the decline were marked, since forestry is the main support of the economy in many parts of the region. In addition to the 25,000-30,000 workers engaged by logging contractors at various times of the year, many thousands more depend on logging as a major source of income. Pulp-cutting, for example, is carried out on a fairly large scale by farmers on their own bush lots. Industries indirectly affected by changes in the level of logging operations include trucking and rail and water transportation.

THE LABOUR FORCE AND PERSONS WITH JOBS CANADA AND THE REGIONS - 1953 TO 1957



601-1P10

Reduced demand for both lumber and pulpwood accounted for the decline in forestry activities. A heavy build-up of inventories was reported as the principle reason for the drop in demand for pulpwood. The domestic lumber market was slack throughout the year, mainly because of the sharp decline in housebuilding early in the year. High Atlantic freight rates were partly responsible for reduced overseas shipments of lumber; the marked drop in shipping rates in the late spring and early summer came too late to affect the course of the European sales in 1957.

The employment trend in construction was downward throughout the year. For 1957 as a whole, total employment in construction was about 10 per cent lower than in 1956. Few large jobs were undertaken to replace projects such as the Imperial Oil Company's \$20,000,000 refinery near Halifax and the hydro-electric development near Beechwood, N.B., which were completed in 1956. Reductions in the work force at the Gagetown, N.B., army site together with fewer requirements at United States air bases were other factors contributing towards the decline of construction employment. The larger projects undertaken during the year, which only partially offset these declines, included the Halifax international airport, a \$2,000,000 Federal building in Sydney and the enlargement of the Fraser pulp mill in Edmundston, N.B.

Residential construction accounted for part of the decline in building activity. In the first ten months, housing starts were about one-third lower than in the corresponding period in 1956. A pick-up in housebuilding activity in the last two months of the year resulted in some improvement.

Manufacturing employment was maintained at a fairly high level throughout the year. Factory jobs numbered about 60,000, on the average; this was slightly larger than the 1956 figure. Employment in iron and steel showed a moderate rise despite weaknesses in certain sectors of the industry. Production of wire and nail products fell off during the year. Output of steel rails was rising, however, more than making up for losses in the other sectors. Transportation equipment, the only other heavy industry of consequence in the region, maintained steady employment until late in the fourth quarter, when layoffs at the Eastern Car Co. plant in Sydney caused a break in the trend. The decline in orders for railway box cars was reported to have resulted from the fact that the Canadian railways were adjusting their equipment

buying because of reduced carloadings, declining earnings and an uncertain business outlook.

Food and beverage firms, which comprise the largest manufacturing industry in the region, reported a busy year. Pulp and paper mills, on the other hand, were not as busy as in 1956. In the last half of 1957, employment in the pulp and paper industry was about 7 per cent lower than in 1956. Reduced demand for newsprint and pulp accounted for this decline and was also responsible for a reduction in the work-week. The shipbuilding industry showed a pick-up in activity in the second quarter, making up for earlier losses. By the end of the year, employment in this industry was substantially higher than a year before.

The service industries, generally, recorded increases in employment during the year. An exception was rail transportation, which dropped below the previous year. Reduced freight shipments and passenger traffic accounted for the decline. Trade establishments reported that business was somewhat slower than in 1956 but employment was moderately higher.

QUEBEC REGION

Employment was at a record level in the Quebec region during 1957. The number of persons with jobs was much higher than in 1956, particularly in the first half of the year. On the average, employment in 1957 was 2.7 per cent higher than in 1956, compared with an average year-to-year increase of 2.5 per cent in 1956 and 1.8 per cent in 1955. For Canada as a whole, the average year-to-year increase in 1957 was 2.4 per cent.

These statistics however, conceal certain weaknesses. While employment rose during the whole year, it did not do so at a consistent rate. In the last quarter, in fact, it registered a more-than-seasonal decline. Until mid-September, 51,000 more persons had jobs each month than a year before; in the last quarter of the year, however, the year-to-year increase had dropped to 12,000. This was the smallest year-to-year increase in the last quarter of any year since 1954. Persons with jobs in December 1957 numbered some 1,546,000, a drop of about 109,000 from the employment peak, compared with a drop of 55,000 in 1956 and 61,000 in 1955.

One of the most striking features of labour market conditions in Quebec during 1957 was the substantial growth of the labour force. Persons actively in the labour force averaged some 1,666,000 over the year, a 3.8-per-cent increase over the preceding year, compared with a 1.2-per-cent

and 2.1-per-cent increase in 1955 and 1954, respectively. The rate of increase was greater in the second than in the first half of the year.

The decline in the labour force at the end of the year was slower than usual, while the contraction in employment was unusually sharp. The result was a very sharp rise in unemployment. The number of persons without jobs and seeking work in December 1957 represented 8.4 per cent of the labour force, twice as much as in December 1956 and higher than in any other postwar year.

Employment gains were registered during the year in both the agricultural and non-agricultural sectors of the economy. However, the rate of employment increase in the non-farm industries, at 2.6 per cent, was slower than in either 1956 or 1955. Agricultural employment, on the other hand, registered an increase (3.7 per cent), in contrast to decreases in the past two years. This increase is probably related to the scarcity of off-season jobs in other industries. Many farmers and farm workers who normally work in forestry found such jobs more difficult to get this year.

Growth in non-farm employment occurred in the first half of the year and was due to strength in the transportation, construction and service industries, and in the manufacture of iron and steel products, transportation equipment, electrical apparatus and chemical products.

Housing starts in Quebec were nearly 10 per cent lower in 1957 than in 1956 and road-building had dropped from the record level of 1956 but total employment in construction was higher in the first half of 1957 than in the same period a year earlier. After the end of August, an upsurge in residential construction again boosted employment. Industrial and commercial building proceeded at a rapid pace throughout the year, characterized by major undertakings like the Baie Comeau development, the St. Lawrence Seaway and hydro-electric projects on the Bersimis, St. Lawrence, Peribonka and St. Maurice rivers. The rise in employment in the service industries was strong and fairly consistent, the increase over 1956 ranging from 10 per cent at the beginning of the year to 5 per cent at the end.

While the decline of residential construction in the early part of the year affected employment in manufacturing industries dependent on housing, a heavy program of industrial construction kept iron and steel and electrical apparatus plants busy. The

buoyancy in aircraft manufacturing and the steady level of activity in the shipyards contributed further to the strength in these industries.

There were weaknesses, however, in certain sectors of non-farm employment throughout 1957, and these became particularly apparent in the second half of the year. Employment in forestry was generally lower than in 1956; by the end of the year the number of loggers in the woods was some 40 per cent lower. Much reduced pulpwood quotas resulted in a short cutting season and earlier layoffs for those employed. Loggers were in heavy surplus throughout the region. Reduced forestry employment contributed markedly to the over-all decline in employment in the region in the fourth quarter.

Mining employment was affected by unfavourable market conditions in some base metals and by two prolonged strikes (at Arvida and Murdochville). Textile employment was slightly below the level of 1956 as firms felt the impact of increased imports, partly because of the premium on the Canadian dollar. Employment in clothing barely held to 1956 levels. Throughout 1957, employment in wood products affected chiefly by the decline in housing was lower than a year earlier. Employment in the manufacture of paper products was smaller than in 1956 as a result of some easing in demand. Exports of newsprint were less than last year, and inventories at home and abroad were excessive. As activity slackened seasonally after September, employment in manufacturing as a whole fell below the level of 1956. In consequence, at the end of the year, total non-farm employment, at an estimated 1,400,000, was about the same as a year earlier.

1957 differed most markedly from 1956 in that there were few labour shortages in the year. Scattered shortages were registered in some skilled trades in the summer—in construction and metalworking occupations in particular—but were not of a pressing nature. Generally, the labour market was much easier than in 1956 and by the end of the year substantial labour surpluses had developed. This was true of the region as a whole, but particularly of the smaller labour market areas. In these, which lack the heavy industry and diversification of the metropolitan areas and in which employment is dependent chiefly on textile and forestry products operations, labour surpluses at the end of the year were larger than at any time in recent years.

ONTARIO REGION

Economic activity in Ontario continued to expand during the early part of 1957. Owing to declines in a number of important industries during the last half of the year, however, the rate of expansion fell sharply.

The labour force continued to expand at the same high annual rate as in the previous year, the average increase amounting to 76,000, or 3.6 per cent. Non-farm employment increased at a slightly higher rate (4.0 per cent) but because of a sharp drop in agriculture, total employment expansion fell considerably short of the labour force growth. As a result, the average number of persons without jobs and seeking work increased by 58 per cent from the exceptionally low 1956 level.

During the first six months of the year, total industrial employment was considerably higher than a year earlier, but the margin began to disappear gradually thereafter. This was the result of conflicting trends in a number of industries. Significant declines occurred in manufacturing, particularly in the capital goods and durable consumer goods industries, while mining, construction and the service and distributive industries showed year-to-year increases.

Total manufacturing employment, which accounts for more than one half of Ontario's industrial employment, followed a pattern similar to that of total industrial employment, remaining higher than a year earlier during the first half of the year, then gradually falling off to a level below that of 1956. As a result, the average year-to-year increase in manufacturing employment was insignificant.

The industry most responsible, directly and indirectly, for the decline in manufacturing employment was the motor vehicle industry. The total number of motor vehicles produced in 1957 was 411,600, a drop of 62,700 or 13 per cent from the previous year. Average employment during the first 11 months amounted to 33,800, or 2.5 per cent less than in 1956. The employment pattern was much the same in the two years and was characterized by sharp fluctuations, frequent layoffs and short work-weeks. The pattern of activity in the motor vehicle industry was closely followed by the industries producing parts and accessories.

While the direct reduction in employment resulting from the decline in motor vehicle products adversely affected only the localities where the industry is concentrated, the indirect effects of the decline were felt elsewhere. In addition to about 200 plants in Canada primarily manufacturing metal parts and accessories for motor

vehicles, the industries producing iron and steel and other metals, textiles, glass, rubber, car batteries, car radios, petroleum and petroleum products, as well as the service, finance and insurance industries all depend to some degree on motor vehicle manufacturing. According to a survey made in 1953, an estimated 375,000 persons in Canada owed their jobs directly or indirectly to the automobile industry. The reduction in automobile production meant layoffs or short time for many of these workers.

The decline in production of heavy machinery and equipment, electrical apparatus and supplies and wood products also contributed to the decrease in manufacturing employment. The decrease in heavy machinery and heavy electrical apparatus was the result of reduced industrial expansion in general and in forestry and pulp and paper in particular. Production of small electrical apparatus, on the other hand, was affected, together with most other consumer durable goods, by the decline in residential construction. Another factor responsible for the decline in production of all types of electrical apparatus was the large volume of output during 1956, which resulted in the accumulation of considerable inventories.

The 1956 pattern of production and employment in forestry was further accentuated during 1957, increasing during the early summer and reaching an unusually high level by mid-summer. At the end of August 1957, however, a sharp downturn began which continued until the late fall. A number of factors contributed to this development—an unusually high cut in 1956 and early 1957 and a decline in demand for lumber and lumber products at home and abroad. The combined effect was increased inventories and a reduced cutting program for 1957-58 season.

Construction activity during the first 10 months of 1957 was at a much higher level than a year earlier and employment in this industry reached a peak of 108,000 in August. The average year-to-year increase during the period was 10 per cent. The increase in construction during the first part of the year was due to non-residential construction. The most outstanding projects were the St. Lawrence Seaway, the Trans-Canada Highway and the uranium mining development in the Blind River area. In addition, increased federal and provincial expenditures on public building, particularly the greatly increased Ontario school building program, provided construction employment in many areas. In the third quarter, however, construction employment began to drop sharply as many

large projects were completed. Residential construction showed a sharp year-to-year decline during the first half of the year but in the third quarter there was a marked improvement which continued during the remainder of the year. The number of housing units started in the larger urban centres during 1957 was only slightly lower than in 1956.

Increased demand for electric power and continuing rural electrification was reflected in a considerable expansion of public utility employment, which recorded an average year-to-year gain of more than 5 per cent.

The service and distributive industries experienced marked expansion in 1957. Employment in trade, transportation and communications, and the service industries all showed considerable gains. The average year-to-year employment expansion of these industries, which together account for 29 per cent of total industrial employment in Ontario, amounted to 4.7 per cent.

PRAIRIE REGION

Economic activity in the Prairie Provinces showed greater strength than in other regions. In the first half of the year, production and employment recorded substantial gains, marking a continuation of the pattern of steady economic expansion that has characterized this region for many years. The gains were more moderate in the second half of the year, principally because of reduced construction activity. Total employment, on the average, was about 20,000 higher than in 1956, compared with an average annual increase of 29,000 during the two previous years. Non-farm industries were entirely responsible for the increase in employment during the year. The number of farm workers continued to decline, registering the sharpest drop since 1954.

Since 1955, the labour force in the Prairie Provinces has been increasing at an average annual rate of 2.5 per cent. Employment expansion in 1957, however, was smaller than in the preceding two years so that unemployment increased. Nevertheless, as a proportion of the labour force, unemployment in this region was still lower than in other parts of the country; the number of persons without jobs and seeking work in 1957 represented on the average 2.3 per cent of the labour force, compared with a national average of 4.3 per cent.

The labour market situation was balanced in most parts of the region throughout the summer. This was in marked contrast to the widespread shortages that developed in 1956. In September 1957 demand and supply were in balance in all the labour

market areas in the region; in September 1956, general labour shortages existed in 18 of the 20 labour market areas.

A smaller grain crop in 1957 resulted in a moderate year-to-year decline in farm production. Nevertheless, total farm production compared favourably with the five-year average for 1952-56. The cash position of the farmers improved towards the end of 1957 following an increase in grain shipments but for the year as a whole farm cash income was somewhat lower than in 1955 and 1956. The farm labour situation in 1957 contrasted sharply with that of the previous year. Instead of continuous scarcity through most of the summer and extreme shortages during the harvest season, farm labour was readily available throughout 1957. As a result, the government-assisted excursion of harvest workers to Western Canada amounted to only 20 per cent of the 1956 figure.

A levelling-off in industrial employment occurred in the last half of 1957, largely as a result of a downturn in construction activities. In the last half of the year construction employment was running from 5 to 10 per cent below that of 1956. It should be noted, however, that this was a decline from a very high level. The oil and gas industries, which figured prominently in the spectacular growth of the construction industry in earlier years, contributed less to construction activity in the Prairie region as some of the larger projects neared completion. The main projects in progress in or completed during 1957 were the \$375,000,000 Trans Canada Pipe Line to Eastern Canada, the \$152,000,000 Westcoast Transmission line to the Pacific Coast and the \$50,000,000 gathering system of the Alberta Gas Pipe Line Company. In addition, oil refineries, gas plants, gas pump stations and storage tanks were constructed.

While pipeline construction provided fewer jobs than in 1956, resource developments such as the Moak-Mystery Lake base metal project and the Grand Rapid Hydro Development in northern Manitoba helped to maintain total construction activity. The whole project, including plans for a townsite, is scheduled to be completed in 1960 at an estimated cost of \$175,000,000. New thermo-electric power stations in Saskatchewan and a multi-million dollar potash development near Saskatoon also figured prominently in the volume of construction undertaken in this region.

The downturn in construction activity during 1957 stemmed to a considerable extent from a decline in housebuilding. In the first nine months, housing starts in urban centres with a population of 5,000

and over were 25 per cent lower than in the corresponding period in 1956. A sharp rise in starts occurred in the fourth quarter, bringing the total for the year to within 6 per cent of the year-earlier figure but the employment effects of this increase were not sufficient to overcome weaknesses in other sectors. Industrial construction, for example, had fallen off early in the year and little recovery was in evidence by the last quarter.

The oil and gas industries continued to play a leading role in the economy of the Prairie region, though a slowdown in the rate of expansion became evident during the year. First indication of a flattening-out in the continuously upward trend of the past ten years in oil production began to show in the second quarter and became more pronounced as the year progressed. Total output for the year reached 182,000,000 barrels, some 5 per cent more than in 1956. Highlight of the oil production picture during the year was the large gain made by Saskatchewan producers. Output in this province soared in every quarter so that for the year as a whole total production rose by 68 per cent. A slower pace of oil marketing was beginning to have a noticeable effect on development drilling in the Prairie region, however. The total number of development wells drilled in the Prairie Provinces in the first 10 months of the year amounted to 1,822, down from 2,087 in the same period in 1956. Wildcat drilling, on the other hand, made substantial gains over 1956. In the first 10 months of the year a record number of wildcat wells were drilled (665 wells compared with 593 in the same period in 1956).

Construction of new plants and extensions to existing facilities during the past five years have brought about very sharp increases in production and employment; in 1957 manufacturing industries were providing jobs for more than 100,000 workers, an increase of about 20 per cent since 1951. During 1957, total manufacturing employment was about 4 per cent above the 1956 figure. Manufacturing plants that began production in 1957 include a pulp mill at Hinton, Alta., the \$23,000,000 fertilizer plant of North West Nitro Chemicals Ltd., at Medicine Hat, a large cement plant at Winnipeg, and a \$2,500,000 steel plant at Edmonton.

While total manufacturing employment was higher during 1957 than a year before, opposing trends occurred among some of the leading industries. Food and beverages, printing and publishing, and transportation equipment industries were principally responsible for the gains. The largest year-

to-year employment decline occurred in the iron and steel products and non-metallic mineral products industries.

The transportation industry showed continuing strength during 1957 despite the fact that grain shipments were down early in the year. For the year as a whole employment was about 4 per cent higher than in 1956. Transportation is relatively more important in the Prairies than in other parts of the country. Total employment in transportation, storage and communication was estimated at more than 100,000 at the end of the year, close to one fourth of total industrial employment in the region. For Canada as a whole, the same industries comprised only about 3 per cent of total industrial employment.

The generally healthy economic climate which characterized the Prairie region during 1957 was reflected in the service and trade industries. Wholesale and retail sales set new records during the year and employment in trade showed a steady though moderate year-to-year increase throughout 1957. In service, the employment trend levelled off about mid-year, coinciding with levelling-off in total employment.

PACIFIC REGION

Business activity in the Pacific region continued to increase during 1957 but gains in some sectors of the economy were partially offset by losses in others. Employment reached a record of 500,000 in July; it averaged 469,000 for the year, an increase of about 11.000 or 2.4 per cent over 1956, roughly the same percentage as the average increase for the country as a whole. The increase was accounted for entirely by the non-agricultural industries; more workers were employed in construction, transportation, storage and communication, public utility operation, finance, insurance and real estate, trade, and the service industries, but fewer in logging, sawmilling, mining and agriculture.

The labour force reached a new peak of 517,000 in July and averaged 491,000 for the year, about 22,000 more than in 1956; this represented an increase of 4.9 per cent, the highest for any region, and the greatest since the years immediately following World War II. The high level of immigration was the major factor responsible for this unusual expansion of the labour force.

Unemployment was higher than in 1956 throughout the year, mainly because of the reduced pace of industrial development, unfavourable domestic and export lumber markets, decreased demand for base metals and the rapid expansion of the labour force.

The strike of 5,600 workers in the pulp and paper industry in November was another important influence contributing to the higher level of unemployment; this strike, still in progress at the end of the year, adversely affected various industries that supply goods and services to the pulp and paper industry.

The decline in agricultural employment in 1957 was less than in 1956 and the supply of farm workers, bolstered by immigration, was adequate to meet the demand. Cash income from the sale of farm products was about 5 per cent higher than in the previous year.

The logging industry operated at a substantially lower level in 1957 than in 1956 owing to curtailed demand for logs by lumber and plywood manufacturers. This trend was accentuated in November by the strike in the pulp and paper industry, which resulted in a reduction in the demand for pulpwood. Average employment in logging declined by about 16 per cent from 1956 to the lowest level since 1945.

Mining activity decreased significantly during 1957, mainly because of weakness in the base metals sector. Gold mining operations also declined, but coal mining showed little change from 1956. Total mining employment decreased by more than 5 per cent during the year to about the same level as in 1954. Although employment in base metal mining dropped by more than 7 per cent from 1956, it was still higher than in 1954 and 1955.

Some sections of manufacturing showed substantial gains over 1956 but these were offset by losses in other branches, mainly in sawmilling. Consequently, total manufacturing employment was approximately the same as in 1956, which was the highest on record.

The most notable change occurred in sawmilling, in which employment declined by about 7 per cent from 1956. During most of 1957 domestic and export lumber demand was lower than in the preceding year, largely because of a reduction in housing starts in Canada and in the United States and reduced exports to the United Kingdom. As a result, lumber production for the first ten months of 1957 was 11 per cent lower than for the corresponding period in 1956. During the last part of the year export markets were showing evidence of improving and sharp increases in housing starts in Canada indicated that some strengthening in domestic demand could be expected.

Important increases in activity were attained by several other manufacturing industries. In the non-ferrous metal products industry employment reached a new peak 9 per cent higher than in 1956; this was largely attributable to the completion of additional smelting facilities at Kitimat. Shipbuilding employment was nearly 7 per cent higher than in 1956, the highest in ten years. In the pulp and paper industry employment was more than 5 per cent higher than in 1956 until the strike that began in mid-November. Employment in this industry has increased more than 50 per cent in the past ten years.

The construction industry had a busier year than in 1956 and employment increased by 12 per cent. An extensive road-building program required some 15 per cent more workers than a year before, while employment in the building and general engineering sector was approximately 11 per cent higher, despite a decline in housing during 1957. Housing starts showed a year-to-year increase of 25 per cent in October, 53 per cent in November and 49 per cent in December.

In the transportation, storage and communication group of industries, employment increased by about 9 per cent over 1956. The communication industry employed 15 per cent more workers as the almost uninterrupted expansion of the post-war years continued. Railway employment was more than 10 per cent higher than in 1956.

The public utilities industries carried out important gas, hydro-electric and water distribution projects during 1957. The natural gas pipeline from Fort St. John to the British Columbia-United States border, probably the greatest industrial event of the year, went into operation in October. British Columbia led the provinces in the addition of new hydro-electric capacity during the year. Half of the increase of more than 600,000 horse-power was installed at the Kemano plant of the Aluminum Company of Canada. Employment in the public utilities industries was 21 per cent higher in 1957 than in 1956.

Employment in wholesale and retail trade was about 4 per cent higher than in 1956. Retail sales were up about 3 per cent but showed a declining margin during the later months of the year. Finance, insurance and real estate employment rose by 8 per cent during the year. In the service industries, employment was 3 per cent higher than in 1956.

Prejudice and Discrimination—II

Texts of final two addresses in series of broadcasts on discrimination, particularly in employment, over Department's weekly radio program

The final two talks in a series on prejudice and discrimination and their effect on employment, broadcast over the Department's weekly radio program, "Canada at Work," were heard over 84 Canadian radio stations during the first two weeks of December. The texts are reprinted here.

The address broadcast during the week of December 8 was by Herbert H. Lank,

President, Du Pont Company of Canada (1956) Limited, who spoke on "Is Fair Employment Good Business?" The last talk in the series, broadcast during the week of December 15, was by Rabbi Abraham L. Feinburg of Holy Blossom Temple, Toronto, who spoke on "Prejudice—A Spiritual Pestilence".

Is Fair Employment Good Business?

Herbert H. Lank, President, Du Pont Company of Canada (1956) Limited

The basis of our civilization is faith in God and in the dignity of man, without distinction of creed or race. Having said that, let me state another obvious fact: business and industry, no less than other sectors of our society, owe a primary allegiance to this principle. Equality of opportunity to secure a livelihood seems as logical as equality of opportunity to secure an education, to self-improvement. But fair employment is not only a moral obligation; it is, I am convinced, good business sense.

I think we can say that Canadians, on the whole, have the opportunity to develop and use their talents. Probably this is one of the major factors in explaining the great strides we have made in increasing our national health and well-being.

Progress, good-will and teamwork go hand in hand. Prejudice, of whatever kind, could endanger that teamwork.

In this country we have few of the racial hostilities and problems we see in some other areas; but as employers—as well as citizens—we must guard against complacency in this field and correct errors as they appear. Let me indicate at random one potential danger area:

Since the end of World War II, immigration has added approximately 1,500,000 to our population, including 200,000 children born to immigrants. To maintain our social and economic progress, Canada needs all the manpower, all the brain-power it can get. Of this host of newcomers only slightly more than one quarter is made up of British or French stock. The ethnic pattern of Canada is thus changing. It is rapidly becoming a racial mosaic of great and valuable diversity. What this influx has meant to all of us in terms of national development is obvious. In the ten years'

period from 1946, immigrants who joined our labour force numbered nearly half a million—or more than the whole increase from other sources. If it were not for that immigration, our labour force would have been drastically short of our needs because of our industrial expansion. Here business and industry have a special interest and obligation as the flow of immigration continues. They must ensure that the principle of fair employment is translated into reality and that no one is denied his basic right to equal opportunity by being labelled "different". Yet the problem is sometimes more difficult than appears on the surface.

I should like you to imagine, for instance, the dilemma of the manager of a large mining company with whom I talked not long ago. Sharing in the economic boom there, you will find large numbers of recent immigrants, chiefly miners from Italy, Germany and Eastern Europe. Their skill makes a substantial contribution to the mineral wealth of this whole country. Yet the presence of so many new Canadians posed unexpected problems.

In mining operations strict adherence to safety regulations ensures safety for all. But few of these new employees were able to speak or read either French or English. Where would you draw the line if you barred people because of their language? Eventually this particular management got around this difficulty by posting their safety instructions in half a dozen languages and using interpreters. In such a situation language is as important a tool as pick and shovel.

We in business and industry must realize that the pattern of our population is constantly changing. Employment practices must keep pace. As employers we must ask ourselves whether, because of tradition,

seniority or other reason, we tend to adhere to employment patterns which are too rigid.

But discrimination against racial, religious and language groups is not the only type of discrimination we must all guard against. Business and industry do not exist in a vacuum, separated from the community as a whole. They are an integral part of the community. If prejudices of various kinds exist in a plant or office, they are usually an indication that the same prejudices and discriminations exist in the community as a whole. Fair employment practices and union co-operation can reduce incidents and minimize discriminatory actions; but they alone will rarely re-educate the individual worker.

Management knows that fair employment policies are essential if it is to operate effectively, which means operate with the wholehearted participation of its employees. For this reason, management emphasizes sound personal and inter-group relations. There must be assurance that ability and character are the sole criteria for employment and advancement.

It is in the community, and even in the classroom, that the ugly pattern of racial, religious and social class prejudice is most likely to warp the individual's mind. Prejudice leads to needless conflict and tensions between individuals and between groups; tensions are dangerous and wasteful to society. Education and the community as a whole have a *basic* responsibility to help prevent growth of prejudices. At the same time business must share responsibility for the sociological context in which it operates. Furthermore, as the complex structure of business and industry today depends increasingly on teamwork, we simply cannot afford the tensions which inevitably build up within any organization that allows prejudice to play a part in its operations.

I will give you one isolated example to show that prejudice against colour, creed or nationality must be the concern of the community. Not long ago a Canadian manufacturer was anxious to employ a group of highly-skilled Canadians of Japanese ancestry in a small town. Although the town showed no open hostility towards this group, employment of these workers became impossible because there just wasn't a home or rooming-house willing to accommodate them. Here you have a group of people being rejected by the community, *not* by the employer who needed their services.

This brings me to the high cost of prejudice, which a sound business system cannot tolerate. If examples such as the

one I have quoted were to be multiplied, the cost to our economy in lost productivity could be staggering. If, by such discrimination, we limit the number of people who produce goods, the number of people who can supply inventions and ideas for better production, then we limit the goods that can be made, sold and bought. We would limit employment and wages.

The area where such waste could occur is practically unlimited. During the war, for instance, the armed forces needed an efficient way to store and distribute blood plasma. Dr. Charles R. Drew, an American Negro, came up with a plan that must have saved tens of thousands of lives. Or think of the polio vaccine, which has saved so many lives in recent years—of the children who might have died from this disease if anti-Semitism had prevented Dr. Salk from acquiring his skills.

We in this country must make sure that we do not pass up a single scientific or industrial advance because schools refuse training or business refuses employment or advancement, on the basis of colour of the skin, shape of the nose, religion, nationality or other "different" background. The loss to our economy as a whole would be enormous, to say nothing of the obvious and more important harm done to some of our fellow citizens.

We are fortunate in this country because we do not have a major problem in this area. But we are not completely free of fault; and we do need constant vigilance to prevent it from developing. You and I, for instance, might well examine the meaning of some words we may have come to use unthinkingly. We might re-examine our own attitudes and emotional reactions, as they are the powerful forces behind our behavior.

Sociologists have said that "discrimination is prejudice acted out". When you have prejudice actively expressed and applied, then you have discrimination. It expresses itself in the unjust barring of certain persons from jobs, from advancement in jobs, from certain residential areas, educational and cultural opportunities and the like. Such discrimination is a form of social "bullying" which transposes a sense of insecurity, injustice or other forms of frustration and directs them against another group less able to defend itself.

Discrimination is generally overt and so can be legislated against. Here in Canada, for instance, we have set an example with the Canada Fair Employment Practices Act. This applies to federal government work and its suppliers.

Prejudice, by contrast, cannot be legislated against. It is more subtle, often even subconscious, and to combat it we must cleanse our own minds. It is the more dangerous, more destructive and certainly the more common of the two. A prejudiced person is fundamentally an irrational and unintelligent person, a person who refuses to consider all the facts before he forms an opinion.

That kind of distorted judgment is not inborn in human nature. It develops out of personal and informal contacts within the family, the school, the community. People who are constantly exposed to prejudices in their surroundings, tend to absorb and accept them as their own, often unthinkingly.

The causes of prejudice are based chiefly on a false belief in the inferiority of certain groups on racial, physical, intellectual, cultural or religious grounds. Fear may enter into it. Some believe that prejudice is based entirely upon ignorance, but this is not necessarily so. Knowledge is useful, but the college graduate and the graduate of the school of hard knocks may both be active bigots. Learning facts is not enough. To overcome the emotional basis of prejudice, practical experience with others of different ethnic, racial or religious groups, day-by-day, is also necessary. Activity in inter-group relations not only in the community, but also in the plant or office, could well be an effective means of demolishing the myth of the inherent superiority of one group over another.

Business is demolishing some long-established prejudices, because it cannot spare any man or woman who is qualified to do a given job well. Progress is being made. Age, for instance, is less of an obstacle than it was a few years ago. Positions once considered the exclusive domain of the technical expert have been opened to non-technical people. Graduates in Liberal Arts are accepted rather than shunned. Women are making notable contributions on practically all levels of business and industry today.

All these gains represent the gradual breaking down of an irrational attitude which prejudices a person as a member of a group (by age, academic training, or sex) rather than on individual merit.

We live in a world which has made great material advances, a world in which every point on the globe, and some even beyond the earth's atmosphere, are but a few hours away from man. If we cannot pull down these barriers in a community, or in a business organization, we surely cannot achieve the universal brotherhood of man which is the challenge of our times.

Perhaps I can best close by quoting to you from someone who is concerned about the same problems I have tried to discuss—but on a more universal scale. S. Radhakrishnan, the president of India, made a statement which we might all keep in mind: "Human unity depends, not on past origins, but on future goals and directions—on what we are becoming and whither we are tending."

Prejudice — A Spiritual Pestilence

Rabbi Abraham L. Feinberg, Holy Blossom Temple, Toronto

Some time ago, I read that an American public health expert urged the Episcopal Church to abandon the practice of drinking from the same Communion cup. He suggested instead a method known as "intinction", dipping the bread into the wine, whereby both elements in the Communion are administered at once. His reason for the change was the risk of infection. "People taking Communion are in danger if they use the common cup..."

This item set me to pondering about routine measures to combat germs. For example, Canadian cattle are protected against hoof-and-mouth disease by rigid inspection at the border. The campaign to conquer tuberculosis is directed towards safety from microbes which may lurk in drinking-cups and towels. In warm weather, parents cower before the virus of infantile paralysis. I recently saw an ad in a

trolley-car asking people with colds to sneeze into their handkerchiefs, so that others may be shielded from contagion in the air.

Why does man fear the microscopic germ? Because it spreads invisibly from person to person, multiplying at incredible speed and ravaging the bodily tissues. One other striking fact: germs are democratic! They make no distinctions and recognize no boundary lines. Once a plague breaks loose, no household remains aloof or secure.

Do you realize that a pestilence can be spiritual, as well as physical? Are not wrong ideas powerful? Do they not propagate, and leap from mind to mind, from heart to heart?

Consider the incalculable harm that religious bigotry may begin with piety, a profound, sincere regard for one's religion. That may develop into a feeling that one

church alone is right, and other are false, bred by the Devil. Then pride takes over, and a malignant growth starts, and before long love for one's own faith sickens into hate for the other fellow's faith.

There isn't anything a bigot won't believe—as long as it discredits and defames some group he doesn't like. He holds that group responsible for every fault and disaster. Centuries ago, the Christians of Rome were thrown to the lions in the arena whenever the Tiber overflowed, or a drought withered the crops. In 1348, thousands of Jews were slaughtered in Europe because they were blamed for the Black Plague which swept across the Continent with an iron broom of death and desolation. Just yesterday, it seems, the Puritans of New England drove out Roger Williams because his heresy endangered the state.

Today, people everywhere who started out with deep, intense loyalty to their own religion, and all the kindness and comfort it brought them, are being warped into sour, narrow-minded bigots. After being infected by their friends or parents (as children sometimes are, unfortunately), they in turn convey the sickness to others. Is a spiritual epidemic less harmful than a plague of the body? Can the individual or the social fabric thrive in an atmosphere of mutual hostility and suspicion? When the stream of hatred begins to flow from one person to the next, it overflows its original channel and spreads its havoc far and wide. Today it may engulf the Jew; yesterday it brought peril to the Catholics; the day before, its martyrs were the Quakers, Unitarians, Huguenots. This very moment, the fatal cycle may begin.

Remember, my friends: hate never rests! Hate never rests! It is a dynamic, out-moving, explosive force. Was that not demonstrated by Nazi Germany? In preparing for war, the Germans became a morally diseased nation; their illness was anti-Semitism, whose seeds had been implanted on fertile ground by Nazi propaganda. Its first victims were the Jews, less than one per cent of the population. But during the War, Nazi Germany's hatred spilled over against the Poles, Greeks, French, British, Russians, Americans—against Catholic priests and Protestant ministers who opposed its will—against all mankind. That was bigoted hate gone berserk!

Do you recall the building of the Panama Canal? Some of you may be old enough. Before Colonel Goethals could complete that colossal task, he had a job of sanitation. The entire region, you see, was infested with yellow fever. Did he concern

himself only with the health of his engineering staff? Do you suppose that he neglected the Indians and common labourers? He fought yellow fever wherever he found it, among ranking officers and buck privates, illiterate coolies and university technicians; until then, no one would be safe from its killing touch. To build a canal, he cleaned out the fever. If we are to build a nation, a democratic commonwealth that will be enduring and unshakable, our first job is to eradicate the spiritual pestilence of religious and racial prejudice, this blinding, delirious fever, wherever it exists.

The ancient Romans regarded bridge-building as a sacred pursuit. That is evident from the name they gave the priest: "pontifex", or bridge-maker. Newspapers often describe the Pope, Holy Father of all Catholics, as Supreme Pontiff, from the Latin word "pontifex". Cannot each one of us be a priest in the definition? A bridge-builder, a bridge-builder—one who spans the gap between ourselves and persons of other creeds!

Not long ago, a Gallup Poll was taken in eleven nations. The questioners asked: "Do you believe in God?" Canada tied with Australia for second place in the proportion of its inhabitants who answered yes. According to the Poll, 95 per cent of the people in this Dominion are God-believers. Quite probably, everyone of you listening to me now nourishes that faith in his heart.

What does the voice of God whisper to you? Listen to Him, in the secret chambers of your spirit, where only you—and God—may enter. Ask Him—*now!* Will God recommend religious bigotry? Will He tell you that some are chosen for His love, and others denied it? Will He sneer, or whisper stupid accusations, or indulge in irresponsible and unworthy gossip? Or will He lave the wounds and hurts of all men in His enveloping affection, and say to you: "My child, I know not Gentile or Jew, Catholic or Protestant. *In Me, mankind is one.*"

Think, my friends, what man's intellect has achieved in our time! The vast outer world of ethereal space, stretching to infinity, and the mysterious force of the atom, so infinitesimal that the strongest microscope cannot view it—these are yoked together to our desires. The sputnik may lead mankind to the conquest of other planets! But what of the world *inside ourselves*? What can we do with our hate and prejudice? Don't we have to admit: *Science has advanced, morals lag behind*—and within that empty space mankind will perish by its own hand, unless we bring our

morals up to date and practise the brotherhood of real religion. Every faith has a truth; only God has *the* truth!

The sands of time are running out. A race between conscience and catastrophe, with Death holding the stop-watch—that's our situation today. If we human creatures don't learn to live together, and overcome the boundaries of creed, colour, nation, our own selfishness—we shall not be able to live *at all*. Before we begin to wonder about spacemen, we must dwell amicably with earth-men!

An urgent example of our challenge is the right of everyone to a job, without handicap of race, colour or creed. Are we not proud of free enterprise, prepared to defend it? Do we not regard Communism as the enemy of Western society because it rules out individual differences and effort, forcing everyone into the same mould? Here, by discriminating against job-seekers on grounds of colour or creed, businessmen themselves cut at the root of capitalism. If a man's value to an employer is limited by the birthplace of his parents, the blackness of his face, or the name of his faith, the person himself becomes meaningless, along with the whole *philosophy of free enterprise*.

A job is not a table at a swanky club or an invitation to a party. It means life, the security and self-respect of one's family.

The right to work in a job according to capacity and character is no less fundamental than the right to worship God according to conviction. When people are thrust into low-scale wages, poverty, frustration, for no other reason except an accident of birth, then entire classes are doomed, damned and disinherited; it is a caricature of democracy.

Too many of us act on the assumption that Communism can be conquered without cost to ourselves, even the sacrifice of pet prejudices. If we want to save our Western civilization, we must make it *civilized*! And if we want to prove that we really intend to fight bigotry, here is the test! By giving jobs to all on an equal footing, regardless of colour or creed, then we can give meaning to our religion—not as an excuse for intolerance, but as a basis for brotherhood.

W. E. B. DuBois, the Negro author, condensed the hunger of our time into a few lines:

Herein lies the tragedy of the age!

Not that men are poor;

All men know something of poverty.

Not that men are wicked;

Who is good?

Not that men are ignorant;

What is truth?

Nay, but that men should know so little of each other.

Revenue Drops, AFL-CIO Reduces Organizing Staff by 100

The layoff of 100 of its organizers on February 1 was announced last month by the AFL-CIO. Of this number, 14 were to be retired, 28 were to be transferred to other departments connected with an expanded public relations program, and the remaining 58 were to be discharged.

One of those to be discharged was reported to be Robert Christofferson, the leader of the so-called Field Representatives Federation, which has been seeking official recognition as bargaining agent for the organizers.

At the time of the AFL-CIO merger every organizer of the two groups was kept on the payroll. In the two years since the merger retirement and transfer without replacement had reduced the number from the original 300 to 215.

The reduction in organizing staff is believed to be the immediate effect of the 10-per-cent loss of income resulting from the expulsion of the Teamsters from the AFL-CIO.

Successful Rehabilitation—III

Third in a series of articles on successful rehabilitation through co-ordination of community's services, matching of person to the job

The following article is the third in a series. Written by Guy Tessier, Acting Quebec Regional Public Relations Officer, Unemployment Insurance Commission, it was based on files in a National Employment Service office in that region.

The purpose of this series is to provide examples of success in rehabilitation that can be achieved through co-ordination of rehabilitation services throughout a community. These articles will illustrate that the particular demands of any job, the unique combination of skill, aptitudes and attitude required in the worker, can often be met by a disabled person, not by coincidence but because of a precise matching of the person to the job.

Rehabilitation is, in essence, the return of handicapped persons to normal and useful life compatible with their disability and requires co-operation of medical, psychological, psychiatric and social work assistance. Furthermore, to achieve any worthwhile success, the importance of the phase of rehabilitation dealing with counselling and placement of handicapped must not be overlooked.

The case history of "Mary" illustrates the teamwork involved in rehabilitation of disabled persons.

At the age of 38, Mary had already worked for two years as a stenographer for a firm of importers in Montreal. She left this type of work to teach shorthand and spelling for 10 years in a preparatory business school owned by her husband. No doubt as a result of having worked long hours and under very high pressure, Mary's relations with others became more and more tense. Her state of mind was such that her husband found it impossible to live with her and left her. His desertion coupled with her state of mind left Mary with a severe nervous breakdown.

Throughout the following year Mary was in hospital undergoing medical and psychiatric treatment. When she was released, her case was brought to the attention of the Special Placement Division of the National Employment Service for counselling and placement. The medical certificate stated that Mary's condition permitted her to work in sympathetic environment. It was also recommended that she avoid mental stress, fatigue, and especially that she work in new surroundings where her former friends and social life would exert no influence on her condition.

Mary was now living with her father. The attendant doctor and her father felt it was imperative that she resume work immediately. Although her father had his own business, he could not give her a job; her case was too well known.

At her first interview with the employment officer, her father accompanied her. For later interviews Mary came alone. When he found during these interviews that she was shy and afraid of too much responsibility, the counsellor advised her to accept a position involving light clerical work, in keeping with her present mental and physical condition. Even if her salary were low she would be wise to accept it to regain self-confidence, he told her.

The prospective employer was thoroughly briefed on Mary's qualifications and the whole case history reviewed with him.

Mary gradually improved, regaining her confidence and self-reliance. When the employer could not offer her a better salary, she was placed immediately with a manufacturer's agent and now she is earning as much as she did prior to her illness.

The efforts and co-operation of different rehabilitation organizations, and of her doctor, and the understanding of her family wrote "completed" to the case of Mary, whose past is now behind her.

Paid workers in Canada received an estimated \$1,313,000,000 in salaries, wages and supplementary labour income in November, up 3.8 per cent from the November 1956 total of \$1,265,000,000, the Dominion Bureau of Statistics reported last month.

The total for the first 11 months of 1957 climbed 7.8 per cent to \$14,057,000,000 from \$13,036,000,000 in the comparable period of 1956.

All industry groups reported gains in the 11-month period and, in November, all but agriculture, forestry, fishing, trapping, mining (which was lower) and manufacturing (which reported no change compared with a year earlier).

Conference on Problems of the Ageing

New York State Joint Legislative Committee on Problems of the Aged holds annual public hearing. Study of flexible retirement age urged

Between 200 and 300 persons from many sections of society attended the annual public hearing of the New York State Joint Legislative Committee on Problems of the Aged, held in New York City in mid-December. The meeting was under the chairmanship of Senator Thomas C. Desmond, Chairman of the Committee.

Prominent among the speakers was Dr. G. Halsey Hunt, Director, Center for Aging Research, National Institute of Health, United States Department of Health, Education and Welfare. Discussing activities of the U.S. Government on behalf of the ageing, Dr. Hunt declared that increasing industrialization during the past 100 years had tended to diminish employment opportunities for the older age group. He explained that the rural economy of the 19th century could keep older people busy as long as they were able to work, but with present emphasis on the organized production of goods, it was now necessary to take specific action to develop jobs which older persons could handle.

A related factor was that a number of organizations, working to protect the living standards of older persons, had fostered the development of retirement plans under which people were encouraged, and sometimes forced, to retire from active work at specified ages.

Dr. Hunt outlined three major problem areas in ageing: (1) biological and physiological, (2) psychological and behavioural, and (3) social and economic. It was his contention that no sharp lines of demarcation could be drawn between these areas and that there were many points of overlap.

Discussing retirement, Dr. Hunt advocated studies to find out whether the percentage of the working population who would benefit from or desire flexible retirement was large or small. Furthermore, he emphasized, if there was to be flexible retirement on a large scale, it was imperative that research be undertaken to develop physical and mental criteria for the continued employment of elderly people.

Dr. Morris Fishbein, former editor of the Journal of the American Medical Association, advocated seven fundamental rights for all those who reach the years past 60.

1. Every older person has the right to tender, loving care.

2. Every older person has the right to the most that medicine can do to provide freedom from pain and suffering.

3. Every older person has the right to ask for some interest or occupation worthy of his attention.

4. Every older person has the right to food, fuel, clothing and shelter sufficient to his needs.

5. Every older person has the right to find happiness and contentment in his declining years.

6. Every older person has the right to the most that can be done to help him die comfortably of old age rather than uncomfortably of disease, accident or disability.

7. Every older person is entitled to as much peace of mind and peace of soul as modern civilization can give.

October Imports Down 18 Per Cent from Year Earlier

The value of Canada's commodity imports in October was 18 per cent less than in the same month of 1956, according to the regular monthly summary of the Dominion Bureau of Statistics. This decline, combined with decreases in June, July, and August, more than offset increases in other months of the year, and the grand total for the January-October period fell slightly below last year's record level.

Imports in October were valued at \$479,600,000 compared with the exceptionally high level of \$542,800,000 a year earlier, bringing the 10-month total to \$4,780,300,000 compared with \$4,782,000,000 in 1956.

Imports from the United States dropped to \$325,491,000 in October from \$394,554,000 in the corresponding month last year, and to \$3,422,124,000 in the January-October period from \$3,493,056,000.

Imports from the United Kingdom rose slightly in October to \$44,331,000 from \$43,651,000 in October 1956, and to \$436,024,000 in the January-October period from \$406,941,000. Imports from European countries dropped in October to \$29,601,000 from \$33,794,000, but rose in the 10-month period to \$260,830,000 from \$243,328,000.

Nine Provinces Use Schedule "R"

At April 1, 1957, disabled persons undergoing training under schedule of Canadian Vocational Training Act numbered 438, to which number 526 added during year; and 473 were still in training at end of November

In the nine provinces making use of Schedule "R" under the Canadian Vocational Training Act to train disabled persons, 526 trainees were added during last year to the 438 in training at April 1, 1957. At the end of November 1957, 473 were still in training.

These disabled persons are receiving training in a wide variety of occupations: auto body repairing, barbering, architecture, electrical engineering, cabinet making, carpentry, commercial art, business training, cooking, drafting, diesel engineering, dress-making, electric appliance repair, dry cleaning, beauty culture, machine-shop work, accounting, motor mechanics, moulding, nursing aides, teacher training, printing, power sewing, radio and electronics, butchering, shoe repairing, stationary engineering, television repair, watch repairing, welding and upholstery.

* * *

A desire to form a medium whereby health agencies interested in rehabilitation could meet for the purpose of enabling each group to give better service to disabled Canadians was expressed at meeting in Ottawa between representatives of 12 voluntary national health agencies and federal Government officials.

Labour Minister Michael Starr, Health and Welfare Minister J. Waldo Monteith and Veterans Affairs Minister A. J. Brooks attended the meeting. Deputy Ministers of the three departments were also at the meeting.

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Two rehabilitation centres for discharged patients of mental hospitals will be established in Edmonton and Calgary during the next year.

Between 600 and 700 patients would be treated at the centres. Former patients would be able to discuss personal and family problems with the director of rehabilitation, and some could be referred to community agencies.

Main aim of the centres will be to restore "social skills" of former patients of mental hospitals, who have different problems in this connection than discharged tuberculosis patients, explains Grant Smith, Executive

Director, Edmonton Branch, Canadian Mental Health Association. The Association is sponsoring the campaign to raise funds for the two centres.

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Rehabilitation News from the Provinces

The British Columbia Workmen's Compensation Board, which has just marked its 40th anniversary, operates in Vancouver one of the most modern rehabilitation centres in the world. The centre provides treatment to an average of 475 injured workmen each day.

The Victoria Rotary Club recently installed new heating and lighting plants in, and has enlarged, the premises used by Goodwill Enterprises for the employment of disabled persons. The Club also donated two industrial sewing machines and hopes soon to install a steam press and steam iron in order to make it possible to provide employment for 100 persons. The most encouraging feature of organizations such as the Goodwill Enterprises is the steady graduation of workers to regular employment after they have acquired skill and confidence under Goodwill auspices.

The Quebec Division of the Canadian Paraplegic Association announces that 18 of its members succeeded during 1957 in obtaining permanent positions—15 in industry, two with the Government of Canada, and one as a welfare officer with the Association.

The Ottawa Branch of the Canadian National Institute for the Blind has won a commercial contract to thread cords through the ends of shipping tags and to cut the cards to the required length. The work was made possible by the invention of a series of jigs by Ivan Hunter, Assistant District Field Secretary for the CNIB, who is himself blind.

An article in the January issue of *Coronet*, "No Tin Cups in Canada," gives high praise to the work of Col. E. A. Baker, OBE, Managing Director of the CNIB.

Clifford Jones, Amherst, N.S., has been appointed Rehabilitation Officer for the Canadian Paraplegic Association, Maritime Division.

Canadian Conference on Nursing

After discussing the two problems that face the profession—lack of sufficient nurses to meet needs, and use of their time to the best advantage—conference suggests methods to increase supply of nurses

Increasing population, expanding health services and a greater complexity of nursing functions are contributing to the need for more nurses, it was decided at the first Canadian Conference on Nursing, sponsored by the Canadian Nurses' Association, and held in Ottawa.

The majority of the persons at the Conference were directly connected with the medical and nursing professions, hospital administration and other health and welfare services. Representatives were also present from the National Council of Women, the Catholic Women's League of Canada, and the Canadian Association of Adult Education.

Two major problems involved in the supply of nurses—provision of nurses in sufficient numbers to fill needs, and using their time to the best advantage—were discussed by a panel of three. Panelists were:

The Deputy Minister of the Saskatchewan Department of Public Health, Dr. F. Burns Roth; the Director of Nursing and Principal of the School of Nursing, Montreal General Hospital, Mrs. A. Isobel MacLeod; and the President of the National Council of Women of Canada, Mrs. Rex Eaton, OBE.

The panel considered the question of how to attract desirable young men and women into the profession, and noted that there was apparently a great lack of motivation for men to enter nursing.

It was felt that an important matter was to retain in service as many as possible of the nurses now in the profession. In this connection, Mrs. Eaton noted that if nurses were to be retained their economic status must be equal to that of other groups making comparable preparations to go into the business world; there should also be a more universal plan of superannuation to entice nurses to keep working at their profession.

"The public would suffer at critical times of illness," said Mrs. Eaton, "when they should be assured of professional care, if the necessary number of nurses is not trained or if those that are trained leave the active nursing field because of low salaries and unsatisfactory working conditions."

The panelists disclosed that salaries for hospital nursing services, including graduate and practical nurses and orderlies, amount to approximately 40 per cent of total salary costs.

"It is not in the nature of things," said Mrs. Eaton, "that employers could be expected to initiate upward revisions of salaries on a generous scale unless some pressure is brought to bear on them."

Professional ethics, she felt, would not be threatened in straightforward discussions annually in respect to salaries, hours of work, overtimes rates, vacations, and pensions, between representatives appointed by the nurses and their employers.

At the concluding session of the conference, following discussions by several groups, a number of suggestions were advanced for the provision of nurses in greater numbers.

It was recommended that nursing education should remain in, or be associated with, the hospitals. Consequently, in the foreseeable future funds for undergraduate nursing education should be channelled through hospitals to hospital schools of nursing.

Hospital budgets should be separate from the hospital school of nursing and, where necessary, should be expanded to enable the schools to achieve recognized standards of nursing education.

Research projects should be undertaken to study the needs of the public for nursing services.

In view of the shortage of nurses with advanced training for use as teachers, supervisors, administrators, and consultants, the Canadian Nurses' Association should investigate methods of expanding recruitment and training for these fields.

Educational programs of the post-Bachelor level should be established for nurses in the aforementioned fields at one or more Canadian universities, and bursary programs should be expanded to assist individuals to take advanced training.

50 Years Ago This Month

Winter unemployment in several parts of Canada greater than for some years, in 1907-08, because of "tight money" and year's heavy influx of immigrants. Municipalities schedule winter work to provide relief

Provision of relief work by municipalities and direct relief by charitable organizations were the two principal means used to alleviate the distress caused by winter unemployment in 1908, according to a special article on "Unemployment During the Winter Season, 1907-08," published in the LABOUR GAZETTE for February of that year. "A number of municipalities, owing to the prevailing quietness, have continued works which under normal conditions would have closed down during the winter," it was reported.

Unemployment that winter was greater in some parts of the country than for some years previously. The main reason for this, according to the LABOUR GAZETTE, was the "financial stringency"—the 1908 equivalent of "tight money". It also appeared that the country had not economically digested the whole of the heavy influx of immigrants that had occurred during 1907.

The number of unemployed from other than seasonal causes was reported to be greater in "the various cities of Ontario west of Peterborough and south of Georgian Bay and in British Columbia". Toronto appears to have been the city that was most hard hit by unemployment, with Vancouver perhaps coming second.

In Toronto temporary work on sewers under construction, and snow removal and other work on the streets, provided employment for a number of men. "A Civic Bureau was opened for the registration of the names of those desiring work," the LABOUR GAZETTE says. "The number of names now on the list is upwards of 2,000, several hundred of those registering in the course of the month having been struck off, either because they had procured work elsewhere or for other causes. The applicants receive work in rotation, not more than 3 days work being given to each until the list is exhausted. They receive \$2 per day."

Regarding direct relief, it is reported that "Representatives of the charitable organizations held a conference with the Mayor and Board of Control, and an agreement was reached whereby the House of


Industry, Salvation Army, St. Vincent de Paul Society, and Associated Charities will arrange among themselves a more comprehensive scheme for the relief of the poor and report to the Board of Control when final arrangements will be made. The Mayor promised that the city would contribute a reasonable amount."

The *Globe* newspaper also started a subscription for unemployed non-residents of the city who could not obtain temporary civic relief work. "The citizens have responded liberally, the amount contributed to January 30 being \$2,901, in addition to donations of food and clothing. The money is being distributed by a local committee," the LABOUR GAZETTE article said.

In Vancouver unemployment was very heavy among construction workers. "Of 2,000 carpenters resident in the city, 1,500 were reported to be idle. The lathers number about 55, half of whom were out of work," the GAZETTE's local correspondent reported. "The plumbers reported 50, with 15 seeking employment. Seventy-five out of 100 electricians were unemployed. The bricklayers state that 98 per cent of their number, which is 150, were not working, and several arrived from the Prairies and the States. The regular scale of wages is \$5 for eight hours; yet, it was further stated, cases were reported where strangers worked for \$2."

Of the structural iron workers in Vancouver, 75 per cent were said to be out of work, and two thirds of the stone cutters, granite men, and soft stone men were unemployed. Of the unskilled labourers it was reported that "an exceedingly large number were out of employment".

In Ottawa, where the curtailment of operations in the neighbouring lumber camps had reduced the demand for labour by about 20 per cent, the City established "a municipal stone yard for men in search of work, where they could earn from 50 cents to \$1.50 per day". Besides this, "the usual number of nearly 100 men were engaged on municipal sewers, a work which is always reserved for the winter period.



TEAMWORK in INDUSTRY

The annual dinner of the labour-management committee at Yarrows Limited, Victoria, B.C., held every year to review the work of the committee over the year and to plan for the coming year, was held recently.

Joint consultation at Yarrows, through the labour-management committee, has provided a flexible communication medium between management and employees for several years. The committee and its activities are integral parts of the over-all industrial relations program, which includes a pension plan, group insurance, and profit-sharing dividends for employees.

Writing in the current issue of *Yarrows Review*, an employee of the company said:

Another year is coming to an end and another labour-management production committee has been elected. This committee is definitely worthwhile and I certainly appreciate the confidence shown in me by my department when they elected me as their representative. While the committee is primarily a production committee, management has accepted the responsibility for positive action in improving management and employee relationships... It is essential that all those who participate in any co-operative activity (and that includes executives and employees) find satisfaction in their respective jobs. This objective should be as much the concern of management as the making of a profit. Employees will not receive this satisfaction from, or put interested effort into, work which they feel could be done more economically by improved methods.

The labour-management committee is where these problems and other working difficulties can be brought to the attention of management.

Co-operating with management in the labour-management committee at Yarrows Limited are the 11 unions representing the employees of the various trades as bargaining agents.

* * *

"I have learned that department heads, superintendents and foremen are familiar with, and believe in, this committee of ours." These words, spoken by R. F. Caldwell, President and Managing Director of the E. B. Eddy Company in Hull, Que., provided the keynote of his address to the Plant-Employees Committee's annual dinner. Enlarging upon this theme, Mr. Caldwell said:

It is an excellent medium for two-way communication. It is a fluid system and has

shown its worth... It has not taken me long to realize that the degree of understanding, which comes from the functioning of this committee, must be a reflection of the relationship existing between employer and employee. This is a relationship encouraged and strengthened by the attitude of the management of your company.

The evident willingness to co-operate, one with the other, is to be found in many areas of our dealings together. It has taken years of sincere efforts on both sides, to achieve the enviable position we have now reached in the field of labour-management understanding.

Employees at the E. B. Eddy Company are represented for bargaining purposes by locals of three unions, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC), International Association of Machinists (CLC), and the United Paper Makers' & Paper Workers' Union (CLC).

* * *

A comprehensive review of the work done by the Employee-Management Committee at the Calgary General Hospital appeared in the Christmas edition of *Sound Off*, the employee paper. Writing of the committee, Chairman R. C. Cleeve said:

The E.M.C. is a committee composed of six representatives from employees (represented by the National Union of Public Employees, CLC) and three from management, who meet monthly to discuss methods of improving the efficiency and quality of our hospital service, the conservation of supplies, the reduction of accidents and the promotion of mutual understanding and good will between the various departments. The chairmanship revolves within the Committee every six months, alternating between representatives of the employees and management.

The E.M.C. through its efforts in the past has been responsible for the installation and administration of the car plug-ins (115 to date), new stops for elevator doors, changing windows in the Psychiatric ward (to be done in 1958), tightening up regulations on mask technique, replacing metal heel-catching grating at hospital entrances with rubber matting, replacing frosted glass with clear glass in doors opening onto stairways, installation of sides to emergency stretchers, issuance of pay breakdown slips to employees paid in cash, placing of paper cups in wash-room and, in addition, numerous other suggestions which were aimed at eliminating accident hazards and cutting down on the noise in the hospital.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued 11 certificates designating bargaining agents, ordered two representation votes, and rejected one application for certification. During the month the Board received eight applications for certification and one request for review of an earlier decision.

Applications for Certification Granted

1. International Association of Machinists, on behalf of a unit of ground service personnel employed by Maritime Central Airways Limited at Charlottetown, P.E.I., Moncton, N.B., Montreal, Que., Frobisher, N.W.T., and Goose Bay and Gander, Nfld. (L.G., Dec. 1957, p. 1461).

2. Marine Checkers and Weighers Association, Local 506 of the International Longshoremen's and Warehousemen's Union, on behalf of a unit of checkers employed by the Canadian Stevedoring Company Limited at National Harbours Board docks in Vancouver (L.G., Nov. 1957, p. 1318).

3. Longshoremen's Protective Union, on behalf of a unit of longshoremen employed by the Anglo-Newfoundland Development Company Limited at Botwood, Nfld. (L.G., Dec. 1957, p. 1462).

4. United Steelworkers of America, on behalf of a unit of employees of Stanrock Uranium Mines Limited employed on the company's property in the District of Algoma, Ont. The International Union of Mine, Mill and Smelter Workers intervened (*see* applications rejected) (L.G., Dec. 1957, p. 1462).

5. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of pilots employed by B.C. Air Lines Limited, (L.G., Dec. 1957, p. 1462).

6. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 880, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers,

mechanics and yard men employed by McCallum Transport (Quebec) Limited (L.G., Dec. 1957, p. 1462).

7. Canadian Air Line Dispatchers' Association, on behalf of a unit of flight dispatchers employed by KLM Royal Dutch Airlines at Montreal Airport, Dorval, Que. (L.G., Jan., p. 66).

8. General Teamsters' Union, Local 885, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and garage and warehouse employees of Hill the Mover (Canada) Limited, operating in and out of its terminal at Victoria (L.G., Jan., p. 67).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of transportation agents employed by Northwest Airlines Inc. at Winnipeg and Edmonton (L.G., Jan., p. 67).

10. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of ground operations and office personnel employed by KLM Royal Dutch Airlines at Montreal Airport, Dorval, Que. (L.G., Jan., p. 67).

11. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and steam plant helpers employed by Stanleigh Uranium Mining Corporation Limited at its property in Township 149, District of Algoma, Ontario (L.G., Jan., p. 67).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Representation Votes Ordered

1. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, Canadian National Railways, respondent, and Great Lakes and Eastern District of the National Association of Marine Engineers of Canada, Inc., intervener (Yarmouth-Bar Harbour ferry service) (L.G., Jan., p. 67). The Board directed that the names of both the applicant and intervener be on the ballot (Returning Officer: D. T. Cochrane).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Canadian Pacific Railway Company, respondent (Data Centre at Saint John, N.B.) (L.G., Dec. 1957, p. 1462) (Returning Officer: H. R. Pettigrove).

Application for Certification Rejected

International Union of Mine, Mill and Smelter Workers, applicant, Stanrock Uranium Mines Limited, respondent, and United Steelworkers of America, intervener. The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the board (see applications granted) (L.G., Dec. 1957, p. 1462).

Applications for Certification Received

1. Western District Diamond Drillers Union, Local 1005, International Union of Mine, Mill and Smelter Workers, on behalf of a unit of drillers, runners, helpers, and labourers employed by Boyles Bros. Drilling

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

(Alberta) Ltd., in the Northwest Territories (Investigating Officer: D. S. Tysoe).

2. Communications Workers of America, Local C-4, on behalf of a unit of telephone and microwave equipment installers employed by the Northern Electric Company Limited in its Western Division based at Toronto (Investigating Officers: F. J. Ainsborough and T. B. McRae).

3. General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Soo-Security Freight Lines Ltd., operating in and out of terminals in Manitoba, Saskatchewan and Alberta (Investigating Officer: W. E. Sproule).

4. General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Leamington Transport Western, operating in and out of terminals in Manitoba and Ontario (Investigating Officer: W. E. Sproule).

5. Maritime Airline Pilots Association, on behalf of a unit of pilots employed by Maritime Central Airways Limited (Investigating Officer: H. R. Pettigrove).

6. Local 139-J, United Construction Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of building service employees employed by the Central Mortgage and Housing Corporation at its Villeray Terrace project in Montreal (Investigating Officer: C. E. Poirier).

7. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Can-Met Explorations Limited at Quirke Lake, Ont. (Investigating Officer: F. J. Ainsborough).

8. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and their helpers employed by the Toronto Terminals Railway Company (Investigating Officer: F. J. Ainsborough).

Request for Review of Decision

Request for amendment of certificate issued by the Board on May 15, 1953 affecting the National Association of Broadcast Employees and Technicians, applicant, and Radio Station CKVL, Verdun, Que., respondent (L.G. 1953, p. 1020). In its request for amendment, the applicant seeks to have the scope of the existing certificate extended to cover announcer-co-ordinators (Investigating Officer: C. E. Poirier).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Dominion Coal Company, Halifax, and Local 1546, International Longshoremen's Association (Conciliation Officer: D. T. Cochrane).

2. Pacific Western Airlines Limited, Vancouver, and Pacific Western Airlines Pilots Association (Conciliation Officer: G. R. Currie).

3. Shipping Federation of Canada, Inc., and Local 1039, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

4. Yukon Consolidated Gold Corporation and Local 564, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

5. Gill Interprovincial Lines Limited, Vancouver, and Local 605, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie).

Settlements by Conciliation Officers

1. Shipping Federation of Canada Inc. and Local 269, International Longshoremen's Association, Halifax (Conciliation Officer: D. T. Cochrane) (L.G., Jan., p. 68).

2. Dinamac Tanker Service, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Dec. 1957, p. 1463).

3. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: F. J. Ainsborough) (L.G., July 1957, p. 845).

4. Dominion Coal Company, Halifax, and Local 1546, International Longshoremen's Association (Conciliation Officer: D. T. Cochrane) (*see above*).

5. Shipping Federation of Canada Inc. and Local 1039, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove) (*see above*).

Conciliation Boards Appointed

1. Quebec North Shore and Labrador Railway Company and Lodge 767, International Association of Machinists, Local 96, Brotherhood of Maintenance of Way Employees, and Local 217, Brotherhood of Railroad Signalmen (L.G., Jan., p. 68).

2. The Packers Steamship Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 68).

3. National Harbours Board, Port of Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Aug. 1957, p. 969).

4. Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway Company, Ontario Northland Railway, Algoma Central and Hudson Bay Railway, Midland Railway of Manitoba, Railway Express Agency, Inc. (non-operating employees) and Joint Negotiating Committee representing a number of railway labour organizations (a Conciliation Officer was not appointed in the first instance. The dispute went directly to a Conciliation Board).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with a dispute between Eastern Canada Stevedoring Company Limited, Cullen Stevedoring Company Limited, Caledon Terminals Limited and Terminal Warehouses Limited and Local 1842, International Longshoremen's Association (L.G., Jan., p. 68) was fully constituted in December with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed on the joint recommendation of the other two members, Peter Wright, Toronto, and A. R. Mosher, Ottawa, who were previously appointed on the nomination of the companies and union respectively.

2. The Board of Conciliation and Investigation established in November to deal with a dispute between Westward Shipping Limited (MV *Britamerican*) and Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 68) was fully constituted in December with the appointment of F. E. Harrison, Vancouver, as Chairman. Mr. Harrison was appointed on the joint recommendation of the other two members, R. A. Mahoney and Owen E. Mason, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in October to deal with a dispute between Deluxe Transportation Limited and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Dec. 1957, p. 1464) was fully constituted in December with the appointment of R. R. Elliott, Toronto, as Chairman. Mr. Elliott was appointed in the absence of a joint recommendation from the other two members, J. W. McNutt, North Bay, and Albert Hearn, Toronto, who were previously appointed on the nomination of the company and union respectively.

Board Report Received during Month

Algoma Central and Hudson Bay Railway and Brotherhood of Railroad Trainmen (L.G., March 1957, p. 312). The text of the report is reproduced below.

Settlements Following Board Procedure

1. Algoma Central and Hudson Bay Railway and Brotherhood of Railroad Trainmen (see above).

2. Greyhawk Uranium Mines Limited and International Union of Mine, Mill and Smelter Workers (L.G., Nov. 1957, p. 1321).

A share-the-work program of shorter hours was agreed on last month by the United States Rubber Co. in Detroit and Local 101 of the United Rubber Workers. They thereby saved 100 workers from being laid off.

Under the arrangement, workers in some of the company's five-day-week departments will work a minimum of 32 hours instead of the usual 40 hours. They will be paid only for the actual time worked.

The share-the-work plan was agreed upon by the company and union officials in consequence of a series of layoffs and the threat of more to come. A union official said that 296 workers were laid off on December 5 and 410 on December 19. About 645 more were due to go early in January, he said.

Besides saving the 100 workers from being laid off by the shortening of hours, the rearranging of some previously cancelled tire production had made it possible to save 100 additional jobs. The other 445 workers are being laid off gradually, he said.

The company stated that the layoffs were due to a drop in auto production and to a seasonal decline in sales of replacement tires.

Report of Board in Dispute between

Algoma Central and Hudson Bay Railway

and

Brotherhood of Railroad Trainmen

The Board met to investigate the above dispute at the City of Toronto, Ont., on the 9th and 10th days of September 1957, and at the City of Sault Ste. Marie, Ont., on the 4th, 5th and 6th days of November 1957.

The following were present in Toronto:

The Members of the Board, namely:

Judge Walter Little—Chairman,

The Honourable A. W. Roebuck, QC—
Union Nominee,

Mr. I. A. Vannini, QC—Company Nominee.

For the Company:

Mr. G. S. Saunderson, QC—Counsel,

Mr. G. A. Armstrong—Assistant Counsel,

Mr. W. M. Hugill—Executive Assistant
to the President,

Mr. L. C. Waugh—General Manager,

Mr. T. W. Cain—General Superintendent,

Mr. J. A. Thompson—Superintendent,

Mr. P. J. Leishman—Supervisor of Personnel,

Mr. Fred Jones—Consultant.

During December, the Minister of Labour received the report of the Board of Conciliation and Investigation which had been appointed to deal with matters in dispute between the Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen.

The Board was under the Chairmanship of His Honour Judge Walter Little, Parry Sound, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, I. A. Vannini, QC, Sault Ste. Marie, Ont., and Hon. Arthur W. Roebuck, QC, Toronto, nominees of the company and Brotherhood respectively.

The text of the report is reproduced here.

And for the Union:

Mr. C. E. McClelland—General Chairman, Algoma Central and Hudson Bay Railway,

Mr. C. W. Stanley—Manager, Schedule-Statistical Bureau,

Mr. H. J. Knox—Assistant Manager, Schedule-Statistical Bureau.

At Sault Ste. Marie all the above named were present except Messrs. Saunderson and Armstrong of the Company. The following additional representatives appeared for the Union:

Mr. L. Malone—Vice-President, Brotherhood of Railway Trainmen,

Mr. K. W. Cartmill—Vice-Chairman, Algoma Central and Hudson Bay Railway,

Mr. E. F. Jones—Grievance Committee, Algoma Central and Hudson Bay Railway.

We are pleased to report that after the formal presentation of briefs, further negotiations were entered into by the parties, in which the members of the Board assisted. The result was that a complete settlement of all outstanding issues was reached and a new contract between the parties was executed.

All of which is respectfully submitted.

Dated at Parry Sound, Ont., this 20th day of November, A.D. 1957.

(Sgd.) WALTER LITTLE,
Chairman.

(Sgd.) A. W. ROEBUCK,
Member.

(Sgd.) I. A. VANNINI,
Member.

COLLECTIVE AGREEMENTS

Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, orders in council during October, November and December made binding a number of changes in wage rates, hours, overtime, vacations with pay and paid holidays. A new agreement for longshoremen (ocean navigation) at Trois Rivières was made obligatory for the first time.

In the construction industry at Montreal, new special provisions dealing only with the insulation trade increased the minimum wage rates of asbestos insulation mechanics from \$2.05 to \$2.15 per hour effective until March 31, 1958, with a deferred increase of 10 cents per hour effective April 1. Weekly hours for this trade were unchanged at 40; specified holidays were increased to eight by the addition of Victoria Day; the rate for vacations with pay was increased from 2 to 4 per cent of gross pay.

In the construction industry at Sherbrooke, minimum wage rates in the three zones were increased by 10 cents per hour. New rates for certain classifications are now as follows: in Zone I, bricklayers \$1.85 per hour, carpenters \$1.65, electricians \$1.60, painters (brush) \$1.55, painters (spray) \$1.60, painters (working at a height exceeding 45 feet outside a building) \$1.75, labourers \$1.25; in Zone II, the above rates less 5 cents per hour; in Zone III, above rates less 15 cents per hour. Two deferred increases of 5 cents per hour each will become effective on January 1 and November 1, 1958, in Zones I and II only. In Zone III, where the cost of operations, including wages and materials, exceeds \$25,000, the minimum rates of Zone II will apply. Minimum weekly rates of permanent maintenance workers in the three zones were increased by \$4.40 per week. Two deferred increases of \$2.40 per week each will become effective January 1 and November 1, 1958 in Zones I and II only. Regular weekly hours were unchanged at 44; 48 at Granby, Farnham and Cowansville.

In the men's and boys' shirt industry in the province, minimum hourly rates of operators, pressers, examiners and general hands were increased by from 7 to 17 cents per hour. The new general average, after one year's experience is increased from 66

to 85 cents per hour in Zone I, from 60 to 75 cents per hour in Zone II. Minimum rates of markers and cutters, spreaders, dividers and general factory workers (male) were increased by from 20 to 25 cents per hour. In Zones I and II piece work rates were increased by 5 per cent. In Zone II only, an additional increase of 5 per cent will become effective March 1. (Provisions relating to the incorporation of additional hourly wages, based on fixed cost-of-living bonus, ranging from 6 to 10 cents per hour, and proportionate percentage increases to piece workers are included in this amendment.) Regular weekly hours of Zone I were reduced from 42 to 40; in Zone II, from 46 to 44. Paid holidays were increased from three to four.

In the ladies' cloak and suit industry in the province, minimum rates of employees on an hourly or week-work basis engaged in the manufacture of class "A" garments were increased by from 13 to 33 cents per hour and new rates of certain classifications now range from 72 cents per hour (\$28.80 per week) for general hands, examiners and button sewers to \$1.68 per hour (\$67.20 per week) for fully skilled cutters effective to June 30. Deferred increases ranging from 2 to 4 cents per hour, and from 3 to 7 cents per hour will become effective July 1, 1958 and July 1, 1959, respectively. Minimum rates for employees engaged in the manufacture of class "B" garments were increased by from 10 to 19 cents per hour and new rates for certain classifications now range from 70 cents per hour (\$28 per week) for general hands, examiners and button sewers to \$1.37 (\$54.80 per week) for fully skilled cutters until June 30, 1958. Deferred increases of 2½ cents per hour and 3½ cents per hour will become effective July 1, 1958 and July 1, 1959, respectively.

Minimum piece work rates for employees engaged in the manufacture of Class "A" garments were increased by from 24½ to 33 cents per hour and new rates for certain classifications now range from \$1.08 per hour (\$43.20 per week) for finishers, lining and skirt makers to \$1.68 per hour (\$67.20 per week) for machine pressers, top pressers, male and female section operators and skilled male operators, effective until June

30. Deferred increases of from 3 to 4 cents per hour and from 4 to 7 cents per hour will become effective July 1, 1958 and July 1, 1959, respectively.

Minimum piece work rates for employees manufacturing class "B" garments were increased by from 10 to 19 cents per hour, and new rates for some classifications now range from 73 cents per hour (\$29.20 per week) for trimming maker to \$1.19 per hour (\$47.60 per week) for male and female skilled operators effective to June 30, 1958. Deferred increases of 2½ and 3½ cents per hour will become effective July 1, 1958 and July 1, 1959, respectively. (Piece work rates must be adjusted to yield at least the above minimum wage rates.) Regular weekly hours will remain unchanged at 40 until June 30. However, effective July 1, weekly hours will be reduced from 40 to 39 until June 30, 1959. Effective July 1,

1959, weekly hours will be reduced from 39 to 37½. (There will be no reduction in minimum weekly rates, or piece-work rates resulting from the reduced weekly hours.) Other provisions include apprenticeship rates and regulations, paid holidays and overtime.

In longshore work (ocean navigation) at Trois Rivières a first agreement provides a minimum hourly rate for general longshore work of \$1.65 per hour for day work, \$1.80 for night work. An additional 5 cents per hour will be paid to each employee in lieu of vacation and welfare benefits. Double time will be paid for work on Sundays and any of seven specified holidays. Other provisions include premium pay for handling certain cargoes and for cleaning holds where such cargoes have been stored, call-out pay and pay for working during meal hours.

Industrial Standards Acts in Nova Scotia, New Brunswick, Ontario; Alberta Labour Act

During October, November and December three new schedules were made binding under the Industrial Standards Acts; during the same period 27 schedules were re-issued and one new schedule was made obligatory under the Alberta Labour Act.

In Nova Scotia, a new schedule for carpenters at Sydney increased the minimum hourly rate from \$2 to \$2.10 per hour effective until May 31, 1958. A deferred increase of 10 cents per hour will become effective on June 1. Weekly hours were unchanged at 40. Overtime provisions now include double time for regular shift on Saturdays, Sundays and any of eight specified holidays; triple time for overtime on these days.

In New Brunswick, a new schedule for painters and decorators at Saint John increased the minimum rates for work during regular working periods from \$1.47 to \$1.51 per hour; from \$1.57 to \$1.61 per hour during special working periods. Weekly hours were unchanged at 40.

In Ontario, a new schedule for lathers at Ottawa increased the previous rates of \$2.15 per hour for metal lathers (\$1.90 per

hour for other work) to the new rate of \$2.25 per hour effective until April 30, 1958. A deferred increase of 10 cents per hour will become effective May 1. (The new schedule does not include a lower minimum hourly rate for work other than metal lathing.) Double time is now provided for work after 10 p.m. and for all work on Saturdays, Sundays or any of seven specified holidays (previously time and one half for work till midnight and on Saturdays between 8 a.m. and noon). Weekly hours were unchanged at 40.

In Alberta, 27 schedules covering 12 industries (including six building trades) in seven different localities in the province were reissued with the same minimum rates and working conditions that were made binding by orders in council passed between, and including, the years 1936 to 1956.

A new schedule for the automotive repair and service station industry at Medicine Hat replaces that which was previously in effect in 1948. Minimum rates for first-class mechanics were increased from 90 cents to \$1.50 per hour; second-class mechanics 85 cents to \$1.40 per hour. Weekly hours were reduced from 48 to 44.

LABOUR LAW

Legal Decisions Affecting Labour

Courts hold railway not liable for damages incurred by shipper when train crew refused to cross picket line, declare union merger invalid, dismiss action brought by union members against negotiating officer

The British Columbia Court of Appeal, holding that labour conditions such as a strike or picket were an element to be considered in determining what was a reasonable time for a common carrier to comply with a request for service, allowed the appeal of a railway company against an assessment for damages incurred by a shipper following a train crew's refusal to cross a picket line.

The Supreme Court of British Columbia held invalid a union merger on the ground that no effective notice of the merger motion was given to the membership. In another case, the Court, in *certiorari* proceedings, quashed an assessment levied by the British Columbia Workmen's Compensation Board against a building materials supplier with respect to persons whom the Court considered were independent contractors rather than workmen within the meaning of the Workmen's Compensation Act.

In Alberta, the Supreme Court dismissed an application for declaratory judgment against a union official who while a member of a national negotiating committee disregarded the directives of a regional grievance committee when negotiating a collective agreement.

The Ontario High Court, in *certiorari* proceedings, upheld an umpire's decision to the effect that a unilateral decision of the company affecting the scope of the bargaining unit was contrary to the collective agreement.

British Columbia Court of Appeal . . .

... holds railway not liable for damages incurred by a train crew's refusal to cross a picket line

The British Columbia Court of Appeal, in a majority judgment given September 10, 1957, reversed a decision of the British Columbia Supreme Court and ruled that a provincial railway company was not liable for the losses incurred by a logging firm as a result of a train crew's refusal to cross a picket line. The Court held that labour conditions such as a strike or picket were

an element to be considered in determining what was a reasonable time for a common carrier to comply with a shipper's request for service.

The action arose out of a strike by the International Woodworkers of America during which the union picketed the planing mill of A. L. Patchett and Sons, Ltd., at Quesnel, B.C., with the result that the switching crews of the Pacific Great Eastern Railway Company, alleging a fear of violence by the IWA, refused to cross the picket line to service the respondent's mill, causing a shutdown and a loss of orders. Charging the railway with discrimination and a breach of its statutory duties under the Railway Act, the logging firm brought an action in the Supreme Court, where it was awarded damages (L.G. June 1956, p. 725). The railway then appealed to this Court.

In the opinion of Mr. Justice Sheppard three questions were raised by the appeal, namely, (1) whether the railway's obligation under the Railway Act to carry and deliver "without delay" meant instantly or within a reasonable time; (2) whether the train crew's refusal to cross the picket line would excuse the railway's failure to service the respondent's mill, and (3) whether there had been discrimination by the railway as charged by the respondent.

After an examination of the statute, he decided that "delay" was intended to begin after a reasonable time.

With respect to the second question, he said that in a number of English cases involving common carriers labour conditions had been held to be an element to be considered in determining what was a reasonable time. In *Sim v. Midland Ry.* (1913), 1KB 103, a case in which a consignee had brought action after a railway

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

had failed to deliver perishable goods because of a strike of its employees, the judge said:

Apart from such evidence the mere fact that there was a strike among the railway company's servants causing the delay would not make the company liable; but the strike would be an existing circumstance in the ascertainment of a reasonable time.

In the opinion of Mr. Justice Sheppard there was no difference in principle between the railway employees' being on strike and thereby refusing to render any service or, as in the case at bar, merely refusing to cross a picket line. In either event, control of the employer had ceased to some extent and the picket line, like the strike, had become "an existing circumstance in the calculation of a reasonable time".

With respect to the argument that the railway as an employer was liable for the acts of its employees, the judge pointed out that this was not the cause of action raised in the statement of claim, adding that it would not have helped the plaintiff to have raised a cause against the railway as an employer. The complaint was not for an act done but for an omission to act.

As to the alleged discrimination, the judge admitted that there was evidence that the railway had serviced another lumber company in that area in the period under dispute but said that the circumstances were not the same. The other company was not picketed and the difference in the service rendered was due not to an act of discrimination but to the absence of picketing.

In the opinion of Mr. Justice Sheppard the logging company had failed to establish that the railway had failed to act reasonably or within a reasonable time under the circumstances or had showed discrimination contrary to the Act. He therefore allowed the appeal.

Mr. Justice Coady, who gave separate reasons for his decision, concurring in allowing the appeal.

Mr. Justice Davey, who dissented, considered that, on the evidence, the findings of the trial judge should not have been disturbed.

In his opinion, neither the conduct of the railway brotherhood nor that of the appellant's management appeared to be consistent with a *bona fide* belief that threats of violence and fears for safety of their persons and property had prevented the train crews from carrying out their duties to the railway company and discharging the appellant's duty to the respondent.

There was much to be said for the view that the railway company's duty under the Act was only relative but, as pointed out

by Lord Herschell in *Hick v. Raymond and Reid* (1893) AC 22, if the circumstances involve a delay they must not have been caused and contributed to by the employer. In this case, however, the railway, having by its acts of commission and omission contributed to its employees' refusal to cross the picket lines, could not rely upon that refusal to justify or excuse its delay in providing the respondent with service.

In any event, the wrongful refusal of the train crews to obey the company's lawful orders and to discharge its duties to the respondent occurred in the course and within the scope of their employment and therefore was not available to the company as an excuse for its failure to discharge its statutory duty, whether absolute or relative.

The principle that a master is responsible for any wrong committed by a servant in the course of his master's business was applied in *United Africa Co. v. Saka Owoade* (1955) AC 130, where the Privy Council held that:

There is in their Lordship's opinion no difference in the liability of a master for wrongs whether for fraud or any other wrong committed by a servant in the course of his employment. It is a question of fact in each case whether the wrong was committed in the course of his employment...

This being so, the railway could not excuse its own default by its employees' neglect or disobedience.

Different considerations would have arisen if the trainmen had been on strike, for an employee who does an act in the course of striking does not do it either in the course or within the scope of his employment. In this case, the trainmen were not on strike within the meaning of that word as defined in the Industrial Conciliation and Arbitration Act, for there was no cessation or refusal to work. *A. L. Patchett and Sons Limited v. Pacific Great Eastern Railway Company* (1957) 23 WWR 145.

British Columbia Supreme Court . . .

. . . declares invalid a merger of one trade union with another, as members not given prior notice

On July 25, 1957, the British Columbia Supreme Court held invalid a union merger, involving dissolution of an unincorporated trade union and transfer of its membership and assets to another existing trade union, on the ground that no prior specific notice of the merger proposal was given either to the members in connection with the local meetings at which merger was approved or to delegates to the annual convention of the merging union.

Mr. Justice Maclean in his reasons for judgment related the following facts of the case.

The Federation of Fruit and Vegetable Workers was an independent trade union with an entity of its own, which by 1955 had become the certified bargaining representative for the employees in about a dozen packing houses in the Okanagan Valley. It had ten locals with a total membership of about 4,000.

The governing body of the union was called the Executive Council, composed of various elected officers and representatives of its locals, presided over by the President. There was also an officer called the Director of Organization, who received a salary and was in effect the manager of the union, subject to the supervision and direction of the President and Executive Council.

In September 1955 the Federation became engaged in a labour dispute with various employers in the Okanagan Valley and a strike was called. Brian Cooney, the Director of Organization, communicated with other trade unions asking their aid in making the strike effective.

One of the unions with which Cooney communicated was the International Brotherhood of Teamsters, which gave considerable assistance to the Federation in its strike in the Okanagan Valley.

Cooney's approaches to the Teamsters union resulted in the holding of a mass meeting on September 3, 1955, attended also by some organizing officers of the Teamsters from Vancouver and Seattle who apparently were invited by Cooney without reference to the Executive Council. The meeting passed a resolution suggesting that the Executive Council investigate union with the Teamsters.

On September 7, 1955, a meeting of the Executive Council of the Federation was attended by the Teamsters' organizer from Seattle, and by some other officials of the Teamsters union. Again the question of affiliation with the Teamsters union was discussed, but it was agreed that the meeting was purely exploratory. A suggestion was made to send a letter to the Teamsters' headquarters in Seattle asking for further information, but one of the Teamsters advised that if a direct request were made for a charter such an application could then be treated as a request for information. As a result, an unqualified request for the Teamsters' charter was sent on September 7 to Frank Brewster, International Vice-President of the Teamsters, at Seattle.

At about this time Cooney, the Director of Organization of the Federation, was put on the payroll of the Teamsters; and somewhat later Leckie, the Secretary-Treasurer of the Federation, was also put on the Teamsters' payroll. Both appointments were

known to the Executive Council of the Federation. The Teamsters' charter was granted on September 20, 1955; and on September 28 Cooney, in a circular letter, announced this fact to the members of the Federation.

Meetings of the Executive Council were held on October 13 and 16. At the latter meeting Cooney's loyalty to the Federation was called in question and he was dismissed from his salaried position of Director of Organization. Snowden, the President, was appointed in his place. At the same meeting the Teamsters' organizer declared that the application for the Teamster charter was a completed deal, subject only to ratification at the annual convention of the Federation.

The above-mentioned meetings of the Executive Council revealed a rift between two factions in the Executive Council; the anti-merger group headed by Mrs. Faulds, one of the plaintiffs, with a majority on the Council, was opposed by Snowden, the President, with Leckie supporting him. The result was that, in spite of the pressure by the Teamster members present at the meeting for an early installation of the Teamster charter, it was agreed that this event be deferred, pending further study of the constitutions of the two unions.

The affiliation was further discussed at a meeting of delegates of the locals held on November 6, 1955, and it was finally decided to send Cooney and Snowden to Seattle for the purpose of getting specific answers to a number of questions from chief officials of the Teamsters union there. As the result of the conferences between the delegation and the officials of the Teamsters, John J. Sweeney, one of the officials of the Teamsters Union at Seattle, wrote a letter to Snowden dated November 9, 1955, in which he gave answers to the questions propounded at the meeting of November 6. This letter was submitted to another meeting of delegates of the locals of the Federation held November 13. At this meeting it was decided that the Teamster charter should be installed on December 11, 1955. The Teamsters' representative produced a draft resolution to be sent to the locals of the Federation authorizing the installation of the Teamsters' charter.

The proposed resolution was debated at the meetings of the locals. Snowden appeared at most of these meetings and conducted a most energetic campaign aimed at inducing the local unions of the Federation to pass the resolution, which was accepted by all the locals except one. At some of the meetings of the locals some copies of the Teamsters constitution were available but, in the opinion of Mr. Justice

Maclean, very few, if any, of the members who voted on these resolutions realized how different the Teamsters union was from their own Federation. Also, in his opinion, the members thought that once a local union had passed the resolution authorizing the installation of the Teamsters' charter the union with the Teamsters was an accomplished fact.

At a meeting of the Executive Council of the Federation on December 4, 1955, it was decided not to accept the Teamsters' charter. Snowden, who voted against this resolution, immediately informed John Sweeney, the Director of the Western Conference of Teamsters. Sweeney telegraphed to inform the Federation that he insisted on the installation of the charter on December 11, 1955.

Thereupon Snowden, contrary to the wishes of the Executive, proceeded with arrangements for the installation ceremony and sent out a circular to the locals in which he invited representatives of the locals to attend the ceremony. The installation ceremony was duly held and was given publicity in union publications as well as in the local press.

In the meantime the Teamsters, with the assistance of Snowden, Cooney and Leckie, had for some months been busy getting members of the Federation to sign membership cards in the Teamsters union.

Arrangements proceeded for the holding of the annual convention of the Federation on January 20, 1956. The notice of the convention (the "Convention Call") already sent out under signature of Snowden, the President, on October 20, did not mention the proposed merger between the Federation and the Teamsters. At the meeting of the Executive Council on January 8, 1956, Snowden suggested that the convention be opened as a Federation convention and that after the merger motion had been put to the meeting and passed it might carry on as a Teamsters' convention.

The convention opened at Penticton on January 20, 1956. The agenda of the convention (the convention booklet) was available for distribution the day before the opening of the convention, and contained the resolution for merger. Those delegates who arrived at Penticton on the day of the convention apparently received the booklet when they took their seats in the convention hall.

It would appear that the convention booklet contained the first actual notice to the members of the Federation that the convention would deal with the matter of merger.

At the afternoon session of January 20, 1956, the merger resolution was discussed and put to vote, resulting in a 34-to-20 decision in favour of merger. When the result of voting was announced, the delegates from Vernon and Penticton and the plaintiffs left the convention hall. When the convention reconvened after a short recess it proceeded as a convention of Local 48 of the Teamsters Union.

The dissenting members proceeded to reconvene a convention of the old Federation and elected a new slate of officers to continue the old organization. Since then the old Federation has been recognized by many of the employers in the Okanagan Valley and the check-off of union dues has been paid to it. The certification under the Labour Relations Act remained in the name of the old organization.

The Federation has maintained its old locals but the property of the former locals has in most cases been taken over by the sub-locals or districts of the newly constituted Teamsters Local 48.

The plaintiffs, in a representative action, asked *inter alia* for a declaration that the merger was a nullity, and for an accounting of the property of the union appropriated by the Teamsters following the merger.

The plaintiffs alleged misrepresentation by the Teamsters' representatives in bringing about the merger as well as a number of constitutional irregularities in the passage of the resolution. Also they claimed that the property of this unincorporated trade union was the property of all its members and that except in pursuance of the objects for which the unincorporated body existed no portion of the property of the union could be alienated except with the consent of every member, or in the alternative without the consent of a substantial majority of the members.

Further, the plaintiffs submitted that the majority of delegates attending the convention at which the merger resolution was passed, as well as being members of the Federation, were members of the Teamsters' union, as they had signed, prior to the convention, Teamsters union cards. This, they claimed, was contrary to s. 5 (c) of the Federation constitution, which, in dealing with persons not eligible to vote as delegates, provides that: "(c) Neither shall any person be eligible as a delegate who holds membership in or allegiance to any other body, local, national or international, hostile or dual to the Federation, or its affiliated organizations."

The plaintiffs claimed that there was no constitutional power on the part of the majority of the Federation to terminate its life and to merge it with another union;

and that even if there was such a power of termination and merger it could not be exercised without due notice to the members prior to the election of the delegates to the convention at which the merger resolution was to be dealt with.

In the opinion of the Court if the attempted merger was a valid one the effect of the resolution would be to dissolve the old Federation and to make its members members of a new organization called Local 48 of the Teamsters union.

The Court dealt first with the lack of due notice to the members of the proposed merger. Prior to the convention of January 20, 1956, the merger resolution was passed by a majority of the locals. The will of the locals was expressed at meetings but in no case was explicit notice given to the members prior to the meeting that it was proposed to put forward the merger resolution.

Regarding the convention, it should be noted that the "Convention Call" issued on October 20 did not mention the proposed merger even though at that time Snowden, who sent out the notice, well knew that the matter of merger would be the most important item of business to be discussed at the convention.

The defendant argued that all the members of the union are bound by the will of the majority; however, Mr. Justice Maclean considered that before such a fundamental change could be made explicit notice would have to be given to at least a majority of the members. Mr. Justice Maclean referred to and quoted from several cases. In the case of *Tiessen v. Henderson* (1899) 1 Ch. 861, Mr. Justice Kekewich said:

There is no question of conduct here, either on the part of Mr. Henderson or anybody else. The question is merely whether each shareholder as and when he received the notice of the meeting... had fair warning of what was to be submitted to the meeting. A shareholder may properly and prudently leave matters in which he takes no personal interest to the decision of the majority. But in that case he is content to be bound by the vote of the majority; because he knows the matter about which the majority are to vote at the meeting. If he does not know that, he has not a fair chance of determining in his own interest whether he ought to attend the meeting, make further inquiries, or leave others to determine the matter for him.

The same principle has been followed in several American cases dealing with the question of dissolution and merger of trade unions and voluntary associations. In the American case of *Height v. Democratic Women's Luncheon Club* (1942), 25 Atl. (2nd) 999 it was stated:

Few members of an association attend all meetings. They may properly assume that if

any action is contemplated which is of an extraordinary nature and of great importance to the association, they will be notified that the matter will be brought up at the meeting. Without such notice, members who are absent from the meeting are not bound by the action of those who attend.

Returning to the case at bar Mr. Justice Maclean was of the opinion that even if the delegates to the convention did know that the matter of merger would be discussed they could not have known the exact form which the resolution would take until they actually received the convention booklet either on the day before the convention or when they took their seats in the convention hall. Therefore he thought that it could be said that no effective notice of the merger motion was given at all, and this lack of notice is fatal to the validity of the resolution and on that account the resolution is a nullity. Further, he added, there was a real and vital necessity for notice because of the confusion that there must have existed in the minds of many of the members prior to the convention as to whether or not the merger was already an accomplished fact.

As to the eligibility of the delegates to vote at the convention, the evidence showed that of the 55 voting delegates, 48 had at various times signed Teamster membership cards. In spite of the fact that very few of those who signed the cards had been formally inducted into the Teamsters union prior to the convention, the Court held that any person who signed a membership card was a person who, in the words of Section 5 (c) of Art. IV of the constitution, "holds... allegiance to any other body... hostile or dual to the Federation". Consequently the Court held that those delegates who had signed Teamster cards were ineligible to vote at the convention. The Court noted that the merger resolution was passed on a vote of 34 to 20 and therefore it was doubtful if the resolution would have passed if it had been voted upon only by delegates who had not already signed Teamster cards.

Finally the Court dealt with the defendants' objection that the action was not properly brought as a representative action under M.R. 131 of the Supreme Court Rules but should have been brought in the name of the Federation itself. In this respect Mr. Justice Maclean stated:

While it has been held in quite a number of cases that a trade union may be either a plaintiff or a defendant where its rights or obligations under the Industrial, Conciliation and Arbitration Act are concerned, it seems to me that for the purposes of an action of this kind a trade union has no such a status as would permit it to bring an action

in its own name without recourse to M.R. 131. I think that the action has been properly brought in its present form.

The Court declared that the merger resolution was a nullity, ordered the accounting of the property of the Federation taken by the Teamsters, and ruled in favour of the plaintiffs for the amount found due on the accounting. *Faulds et al v. Hesford et al.* (1957) 10 DLR (2d) 292

British Columbia Supreme Court . . .

. . . holding persons were not "workmen" under Act, quashes assessment levied by compensation board

On July 24, 1957, the British Columbia Supreme Court, holding that the British Columbia Workmen's Compensation Act did not confer upon the Workmen's Compensation Board the power to classify as "workmen" within the Act persons who by reference to the general law were not employees or in a master-servant relationship, quashed an assessment levied by the Board in respect of persons the Court considered were not "employees" within the meaning of the Act.

Mr. Justice Sullivan briefly set out the facts of the case in his reasons for decision. The action was brought by a building materials supplier after the Board had assessed it in respect to the earnings of persons known as "applicators" with whom the company had contracted to install the materials sold. Contending that the applicators, who did not work exclusively for the company but determined for themselves how the work should be done provided the contractual obligations of the company to its customers were met, were independent operators and not workmen within the meaning of the Act, the firm asked that the assessment be set aside.

In reply, the Board stated that it possessed exclusive and final jurisdiction under the statute to determine, among other things, what persons were "employees," arguing further that the privative clauses of the Act precluded any court from reviewing its decisions in that regard by *certiorari* proceedings or by other process.

In the opinion of Mr. Justice Sullivan the facts did not support a valid finding of the existence of a master-servant relationship between the company and its applicators if that question were to be determined by reference to the general law. Quoting from several cases where courts had held that a master-servant relationship existed only where the employer exercised some control over the time or manner in which work was to be done, the judge concluded that the applicators were not workmen but independent operators.

With respect to the Board's claim that the privative clauses of the statute precluded judicial review, the judge said that before any matter or question of fact and law arising under Part I could validly arise for determination, there must exist that relationship of master and servant or employer and workman with which the Act was designed to deal. In his opinion, in the case at bar, the question whether or not the applicators were workmen of the company was a preliminary and collateral question upon which the jurisdiction of the Board depended and any error in determining such a question was open to review by the Court.

To support this opinion, he referred to several cases where, despite privative clauses, courts had affirmed their right to review the decisions of similarly constituted boards. One such case was *Re Lunenburg Sea Products Ltd., Re Zwicker* (L.G. 1947, p. 481), a case where the judge, ruling that the Nova Scotia Labour Relations Board had exceeded its jurisdiction when it erroneously decided that certain persons were employees, said:

The regulations themselves only apply in the case of employees and employers, and the question whether there is the relation of employer and employee is here a preliminary one. If the case is one where there is no such relationship, the Board has no jurisdiction. The power to decide whether any particular person or persons, in matters before the Board, are employees, is one thing and is clearly within the jurisdiction of the Board; but whether there is any such general relation between owners of ships and a certain group of persons is another thing when the question arises in a Court of Law which is considering the Board's jurisdiction.

Regarding the Board's contention that as a Crown corporation it was not amenable to *certiorari* proceedings, the judge pointed out that the decisions of similarly constituted boards and even those of ministers of the Crown frequently had been found to be subject to judicial review. The conclusion to be drawn from the fact that there was no reported case of a Canadian court having quashed a Workmen's Compensation Board assessment on *certiorari* was that the Boards had been careful to keep within their jurisdiction.

Accordingly, Mr. Justice Sullivan quashed the assessment levied against the company with respect to the persons described as applicators. *Re Acme Home Improvements Ltd. and Workmen's Compensation Board* (1957) 10 DLR (2d) 645.

The Alberta Supreme Court . . .

... dismisses union members' action for judgment that officer lacked authority to make agreement

On October 30, 1957, the Alberta Supreme Court dismissed an action brought by individual members and Lodges 519, 51 and 558 of the Brotherhood of Railroad Trainmen against MacGregor, the chairman of the general grievance committee of the Prairie-Pacific Region of the same union and against the union itself as a legal entity.

The plaintiffs sought, *inter alia*, a declaration that the chairman of the grievance committee had no authority to negotiate and conclude an agreement with the Canadian Pacific Railway Company, on the ground that the agreement was not in conformity with "directives" given to the chairman. The court declined to make such a declaration.

Mr. Justice Riley in his reasons for judgment described the dispute as an internal dispute in the sense that certain lodges of the Brotherhood of Railroad Trainmen were dissatisfied with the actions of the chairman of the general grievance committee of the Brotherhood on CPR lines known as "Prairie-Pacific Region".

At a meeting in Calgary, August 2 to August 4, 1954, the general grievance committee voted detailed instructions for the general chairman of the committee regarding a new wage structure to be negotiated between the CPR and the Brotherhood based on the number of diesel units used on a train, rather than the number of railway cars hauled or any other factor.

Between May and December 1955 meetings were held at Vancouver between the general grievance committee's subcommittee, chaired by MacGregor, and the company, involving only the Prairie-Pacific region, but without effect, as the company at no time submitted concrete proposals, particularly with respect to the "diesel problem".

In December 1955 a national committee was appointed by the president of the BRT to represent the Brotherhood in the forthcoming Canadian wage movement. MacGregor was a member of that committee.

The committee in question met in Montreal, formulated its objectives and started negotiations with the representatives of the railroad. However, these negotiations were fruitless and the matter was then referred to two conciliation boards which had been appointed by the Canadian government, one involving the CNR, the other the CPR.

The reports of the conciliation boards were unanimous. The chairman of the

national committee for the Brotherhood advised the Department of Labour that both reports were acceptable to the union, and on August 17 and August 22, 1956, respectively, contracts were signed between the CPR, the CNR and the Brotherhood implementing the decision of both the boards.

Apparently some members and some lodges of the Brotherhood were dissatisfied with the contract signed with the CPR and brought an action against MacGregor, the chairman of the grievance committee, and against the Brotherhood as a statutory entity seeking from the court, among other things, the following reliefs: a declaration that the defendants had no authority to make an agreement with the CPR Company, Prairie-Pacific region, for wage schedules based on the maximum number of cars hauled in trains at any time; a declaration that the defendant William G. MacGregor had no authority to negotiate and conclude the agreement entered into with the CPR on August 17, 1956, without first convening the general grievances committee of the Brotherhood of the Prairie-Pacific region of the CPR and obtaining its consent thereto; a declaration that the defendants had no authority to conclude the agreement entered into with the CPR on August 17, 1956, in so far as it affected wage schedules of the members of the Brotherhood in the Prairie-Pacific region of the CPR.

The court dismissed the plaintiffs' action for the following reasons. The dispute in question was largely a "family dispute," the so-called directives were not legal obligations because, in the opinion of the court, it is essential to the creation of a contract that the parties involved intended that their agreement should have legal consequences and be legally enforceable. In this case the Court found there was no contract and no intention that the parties be legally bound and the so-called directives could not be considered as legal obligations enforceable by court action but rather obligations whose fulfilment was a matter of honour or self-interest or perhaps both.

The alleged directives were concerned with a regional movement affecting the Prairie-Pacific region of the railway. The agreements entered into were rather of national character deriving their authority not from any regional committee, but from the entire membership of the union. The national committee in charge of negotiating these agreements was not selected by the grievance committee for the Prairie-Pacific region but by the president of the Brotherhood, and had for its purpose the furthering of the interests of the membership of the

Brotherhood in Canada, and not one railroad but all railroads in Canada. The members of the national committee when acting on such a committee are responsible to the grand lodge or president and are not within the jurisdiction or control of any general grievance committee of a particular region. The defendant MacGregor was a member of this national committee, and the directives given to him by the grievance committee would not bind him as a member of the national committee because these directives could apply only to a regional movement.

Regarding the relief sought by the plaintiffs by way of declaratory judgment, the opinion of the Court was that such relief would be without practical effect. The agreement to which the plaintiffs objected was consummated in August 1956 and what the plaintiffs actually sought was a mere legal opinion of the Court, and not a judicial opinion with binding effect.

Even if this court were of the opinion that the relief sought amounts to binding declarations of right, this court on a discretionary basis would refuse the relief as the same would be barren of practical benefit—the events which the plaintiffs sought to forestall are now *fait accompli*, and any declaration that the defendants' action were without authority cannot afford the plaintiffs any relief for practical benefit, and this court should not entertain purely academic questions.

Dealing with the legal status of a union Mr. Justice Riley stated that the plaintiffs, Glacier Lodge 51 and Kootenay Lodge 558, and the defendant, the Brotherhood of Railroad Trainmen, have no status before the court. He referred to and quoted from a number of decisions of the Supreme Court to the effect that trade unions, as such, have no legal status before the courts. In applying this principle to the case at bar, Mr. Justice Riley was not overlooking those decisions which indicated that for the limited purposes of labour relations acts and proceedings under those acts a union is a legal statutory entity separate and distinct from the membership that composes it. *Charleston et al and Lodges Nos. 519, 51 and 558 of Brotherhood of Railroad Trainmen v. MacGregor and Brotherhood of Railroad Trainmen* (1957) 23 WWR, Part 8, p. 353.

Ontario High Court of Justice . . .

. . . dismisses company's application to quash award of umpire appointed under a collective agreement

On October 28, 1957 Mr. Justice McLennan of the Ontario High Court of Justice in *certiorari* proceedings dismissed an application made by Studebaker-Packard of Canada Ltd. to quash the award of an umpire,

appointed pursuant to a collective bargaining agreement between the company and Local 525 of the UAW.

The award dealt with the union's objection to the company making a contract with an industrial cleaning firm to do the work formerly done by three janitors and one janitress. While the employees in question were absorbed in other capacities in the plant, the union pursued the grievance, contending that the company's action amounted to a unilateral amendment of the agreement by a change in the scope of the bargaining unit by the withdrawal of the cleaning staff from it.

The award declared that the company did not have the right to contract with outside contractors to do the work formerly done by the janitors within the plant. In the umpire's opinion the work provided for in the collective agreement for the bargaining unit was fundamental to the existence of the contract and the company could change unilaterally the nature of the bargaining unit only by having such work cease altogether.

In the opinion of the Court the question to be decided was not whether the umpire was right but rather whether by his award he either disregarded or changed any of the provisions of the agreement.

Counsel for the company claimed that the umpire exceeded his jurisdiction by ignoring the express provisions of Section 5 of Article I of the agreement and the award was equivalent to the insertion into the agreement of a clause constituting a guarantee of the right to work.

Article I, section 5 of the agreement reads as follows:

5. Except as otherwise expressly provided in this agreement, nothing contained in this agreement shall be deemed to limit the Company in any way in the exercise of the regular and customary functions of management. The union recognizes the right of the company to operate and manage its business in all respects in accordance with its commitments and responsibilities, and to make and alter, from time to time, rules and regulations to be observed by employees, provided that, before publishing, any changes or additions to plant rules shall be first explained to the plant committee.

The Court rejected the company's contention that the award amounts to an amendment of the agreement guaranteeing the right to work.

In the opinion of the Court the award does not guarantee anyone the right to work but only declares that if the work is to be done at all in the plant it must be done by those who, being members of the bargaining unit, the company agreed should do the work.

The company argued that it was a function of management to make a contract with a cleaning firm to perform work in the place of regular employees and the company's right to do so was based on section 5 of Article I quoted above.

The union argued that the composition of the bargaining unit is an essential element in the agreement and the real issue before the umpire was whether the company could unilaterally redefine the bargaining unit. Therefore it was within the jurisdiction of the umpire to determine that on a matter so essential to the agreement the company could not without the consent of the union alter the agreement by changing an essential element of it.

Considering the terms of the greement Mr. Justice McLennan came to the conclusion that it was open to the umpire to decide that it was not part of the regular and customary functions of management to change the scope of the bargaining unit and therefore by doing that the company acted contrary to the essence of the bargaining agreement.

The company's application was dismissed with costs. *Studebaker-Packard of Canada Ltd. v. The International Union, United Automobile, Aircraft and Agricultural Workers of America (U.A.W.-C.I.O.) and Local 525 et al.* (1957) O.W.N. No. 44 584.

Recent Regulations, Federal and Provincial

Unemployment insurance benefits provided for fishermen. B.C. raises barbers' minimum wage; Alberta issues first cooking trade regulations

Amendments to the regulations under the Unemployment Insurance Act enable fishermen to qualify for seasonal benefits on the same terms as other insured persons.

More liberal overtime provisions have been set out for federal prevailing rate employees.

In British Columbia, a new minimum wage order for barbers sets a minimum wage of \$50 a week for barbers on a 40-hour week and of \$1.25 an hour for those on a shorter work-week. The coverage of the Semi-monthly Payment of Wages Act was extended.

Regulations for the cooking trade were issued under the Alberta Apprenticeship Act. Revised regulations for the trade of plumber, gasfitter and steamfitter provide that apprentices must have completed Grade 9, with preference going to those under 25 years.

In Manitoba, regulations of the Taxicab Board were amended to set a minimum wage for drivers in the Winnipeg area. Revised regulations under the Steam and Pressure Plants Act, as well as adopting latest editions of specified ASA and ASME Codes, lay down special safety rules for boilers and pressure vessels and for plants.

Other regulations deal with approved equipment for Alberta coal mines, licences under the Manitoba Gas and Oil Burner Act, and licensing of refrigeration operators under the Ontario Operating Engineers Act.

FEDERAL

Financial Administration Act

The prevailing rate employees general regulations (L.G. 1954, pp. 417, 859, 1157; 1955, p. 186; 1956, June p. 879, Dec. p. 1582) have been replaced by new regulations approved by T.B. 524300 of November 14 and effective January 1. The main changes were in the method of calculating overtime and in overtime rates and in the rules respecting holidays and separation gratuities.

As before, the regulations apply to employees in the Public Service of Canada whose remuneration is based on prevailing rates of pay in the area in which they work for the class of work they do or in any area in Canada for work comparable to it. They do not apply to employees who are paid a stated annual salary or to part-time employees in classifications under the Civil Service Act where the wage is determined by reference to the stated annual salary established for those classifications.

Hours of work of prevailing rate employees are, as previously, to be determined by the Treasury Board on the recommendation of the deputy head of the unit concerned. Now, however, the Treasury Board, as well as fixing a standard work-week and the normal number of working hours each day, will also set a first day of rest and a second rest day, where applicable.

Rates of normal pay and rates and conditions of extra pay will continue to be set by the Treasury Board following

consultations with the Department of Labour. "Extra pay" continues to mean any premium payment, shift differential bonus or other allowances paid as compensation for services rendered during the working hours making up the standard work-week in addition to normal pay. As before, a differential paid in respect of supervisory duties will be considered as normal pay after it has been paid for a continuous period of six months.

Although the regulations again provide that a special overtime rate will be paid only to employees for whom a standard work-week has been set by the Treasury Board, the definition of overtime has been revised and the method of payment has changed. "Overtime," which formerly meant only time worked in excess of the standard work-week, now is defined as time worked in excess of the normal working hours in the day and also time worked on a first day of rest or a second rest day. For each completed hour of overtime worked on a normal working day or time worked on a first day of rest a prevailing rate employee must now be paid at a rate equal to one and one half times the rates of normal pay and extra pay, if any, payable to him for that work. An employee who works on his second day of rest is to be paid at twice the rates of normal and extra pay.

Previously, overtime was recorded each day in units of 15 minutes and a weekly aggregate determined. An employee whose standard work week was 40 hours or more was entitled to time and one half his regular rate for each completed hour of overtime. Where the standard work-week was less than 40 hours, the overtime rate did not apply until after 40 hours had been worked.

However, the new overtime provisions do not apply to prevailing rate employees who are employed on an irregular shift cycle basis, the regulations providing that the circumstances under which such persons will be eligible for overtime, as well as the rates, will be prescribed by the Treasury Board, which will also define "irregular shift cycle" for the purposes of these regulations.

Prevailing rate employees are again granted seven statutory holidays with pay. In addition, the Minister of the department concerned may, as before, grant two holidays with pay in accordance with the practice of private employers in similar work in the locality.

An employee who works on a statutory holiday or any additional holiday designated specifically by the Treasury Board (such as Christmas season half-days) must now be paid at the rate of two and one half times

the rates of normal pay and extra pay, instead of double time, for the hours actually worked, and, as before, his normal rate of pay for the remainder of the normal working day. As before, if a deputy head feels it is not practicable to pay the overtime rate, the employee may be given compensatory leave, which is to be computed in the same manner as formerly.

A gratuity in lieu of vacation leave credit is again payable to an employee whose employment is terminated before he has completed six months of service, provided he has worked at least four consecutive standard work-weeks, except that the regulations now require the approval of the deputy head. The payment, however, is the same as before, 2 per cent of the total normal pay paid to the employee during his period of employment and wages at the rate of normal pay for any compensatory leave credits which have accrued to him.

Unemployment Insurance Act

Effective December 1, 1957, the Unemployment Insurance Regulations were amended by P.C. 1957-1597 of November 28, 1957, to provide for payment of unemployment insurance benefit to fishermen who satisfy certain prescribed conditions. Coverage had already been extended to persons engaged in fishing under regulations approved by P.C. 1957-442 of March 28, 1957 (L.G., May 1957, p. 608) and contributions became payable from April 1, 1957. Until the new regulations came into effect on December 1, however, no account could be taken of any contributions paid in respect of employment in fishing when determining the eligibility of any claimant.

A claimant is designated as a fisherman and subject to these regulations as regards qualification for benefit if, in the 52 weeks preceding his claim, he has five or more fishing contribution weeks (that is, weeks in which contributions have been made in respect of fishing).

The regulations distinguish between "year-round fishermen," that is, the small minority of fishermen who work on vessels which, because of their size and construction, continue fishing all year round, and other fishermen, who constitute the majority. In some instances the crews of year-round vessels are employed under a contract of service or under conditions closely similar to a contract of service. The regulations provide that such a fisherman may qualify for regular benefit irrespective of the time of year when he becomes unemployed if (a) his last employment during the 52 weeks prior to his claim was on a vessel

which has been recognized by the Unemployment Insurance Commission as year-round in its operations; (b) he had at least six fishing contribution weeks in each of any four consecutive calendar quarters out of the last seven calendar quarters prior to his claim; and (c) the circumstances concerning his separation from employment can be readily verified.

For other fishermen, for whom there is no satisfactory way of determining whether an individual fisherman is actually unemployed, benefits are payable in the period December 1 to May 15, when there is a significant contraction in fishing operations in Canada as a whole, but generally speaking not during the active period of fishing from mid-May to the end of November. December 1 to May 15 is also the period during which seasonal benefits are payable under the Act.

During this period a fisherman is enabled to qualify for seasonal benefit on the same terms as any other claimant, that is, if he has 15 or more contribution weeks to his credit since the Saturday before the previous March 31. Any contributions may be counted for this purpose whether made in respect of fishing or any other insurable employment. All such contributions are taken into account for determining qualification, rates and duration of benefit. During that period the regulations provide that activity in fishing and any incidental work done by a fisherman in maintenance of his boat or gear will be disregarded in determining whether he is unemployed and available for employment. Earnings which he obtains during the week will be taken into account in order to determine the amount of benefit to which he is entitled for that week.

For both year-round and other fishermen, benefit is payable at the regular rate provided by the Act as determined in accordance with the average rate of contributions during the qualifying period. For a person with one or more dependents the weekly rate ranges from a minimum of \$8 to a maximum of \$30. For a person without dependents the rate ranges from \$6 to \$23.

PROVINCIAL

Alberta Apprenticeship Act

The first trade rules to be issued for the cooking trade, which last June was designated a trade under the Alberta Apprenticeship Act (L.G., Sept. 1957, p. 1089), were gazetted on December 14 as regulations 401/57. Revised regulations for the trade of plumber, steamfitter and gasfitter were gazetted the same day as regulation 402/57.

The Trade of a Cook

The special regulations for the cooking trade (401/57) lay down rules with respect to certificates of qualification, eligibility, term of apprenticeship, ratio of apprentices to journeymen, training of apprentices, certificates of progress, examinations, hours and wages, many of which are similar to provisions in other trade rules.

Upon submission of proof of efficiency and not less than three years of qualifying experience in the cooking trade prior to the publication of these regulations (December 14, 1957), a person who has not served a formal apprenticeship may make application for examination for a certificate of qualification in cooking. If he fails, he will be given an appropriate standing as an apprentice and may then register as an apprentice and complete his training according to the Act and these regulations.

As in other trades, the holder of a certificate of qualification may be required to appear for re-examination at any time and if he fails the re-test his certificate may be cancelled.

A candidate for apprenticeship must be at least 16 years and have completed Grade 8 or its equivalent.

The term of apprenticeship is three years, including the three-month probationary period, but may be reduced if the apprentice has had technical or vocational training or previous experience in the trade.

The ratio of apprentices to journeymen is one to two except that, as is the custom in other trades, an employer who is engaged in the trade and employs a journeyman or who is himself a journeyman may employ one apprentice.

In line with the usual practice, the regulations make it compulsory for apprentices in the cooking trade to attend the prescribed educational classes and require employers to give every apprentice sufficient instruction and practical training to enable him to develop into a skilled journeyman. Before being granted an annual certificate of progress or a final certificate of qualification as a journeyman, an apprentice cook must pass the prescribed trade tests and trade examinations and receive a satisfactory report from his employer or trade school.

When not attending classes, an apprentice cook may not be paid less than a specified percentage of the prevailing journeyman's wage. The rate for the first 12 months is 50 per cent, increasing to 65 per cent after successful completion of first-year technical training and to 80 per cent after a second successful year.

Plumber, Steamfitter and Gasfitter

Except for the provisions respecting qualifications and wages of apprentices, the revised regulations for the trade of a plumber, steamfitter and gasfitter (402/57) are the same as the regulations they replace (L.G. 1949, p. 1571; June 1956, p. 729).

The lower age limit for an apprentice in this trade remains 16 years. The new regulations specify, however, that preference will be given to persons 25 years and under. For the first time, an educational standard is set, the regulations now providing that every apprentice must have completed at least Grade 9 or its equivalent, which is also the standard in the plastering and paper-hanging, painting and decorating trades.

The new regulations have also established higher minimum wages for apprentices in this trade. Instead of a minimum of 35 per cent of the prevailing wages of a journeyman during the first year, an apprentice will now receive at least 40 per cent of a journeyman's rate for registered employment prior to first-year technical training. After successful completion of the first year's technical training the rate increases to 50 per cent with a further increase to 60 per cent after a second successful year. On passing his third year, the apprentice is guaranteed a minimum of 75 per cent of a journeyman's rate. After successful completion of fourth-year technical training until completion of his contract, he must be paid at least 90 per cent of a journeyman's wage. Previously, the initial 35-per-cent rate was increased to 40 per cent the second year, with further automatic increases to 60 and 75 per cent during the third and fourth years.

Alberta Coal Mines Regulation Act

Orders setting out the types of gas detectors, shot-firing devices, safety lamps and explosives approved for use in coal mines in Alberta were gazetted on December 14 as regulations 361 to 364/57, rescinding orders issued in June 1955 (L.G. 1955, p. 1292). Except for the provisions dealing with shot-firing devices in strip mines (Reg. 362/57), however, the orders are similar to the regulations they replace.

Alberta Factories Act

The following regulations under the Alberta Factories Act were filed on November 15 under the new system required by the Regulations Act and gazetted on December 14: the varnishing of casks or tanks and covering for brick or concrete flooring (322/57); premises designated as "factories" (323/57); regulations governing the installation and operation of power

transmission machinery and equipment (324/57); fees for elevator inspections (325/57); lead and benzol (326/57); regulations respecting the construction, operation and maintenance of machinery and equipment in grain elevators, annexes and mills (327/57); safety regulations governing the drilling, cleaning, repairing, operation and maintenance of oil and gas well drilling plants, rigs and equipment (328/57).

Alberta Labour Act

Orders under the Alberta Labour Act respecting industrial standards, minimum wages, hours of work and holidays have been reissued under the new system and were gazetted on December 14. The subjects covered are set out below.

Industrial Standards

Schedules of wages and hours of labour for the following industries are set out in regulations 334 to 360/57 inclusive: automotive repair and gasoline service station industry, baking, barbering, carpentering, dairy, lathing, laundry and dry cleaning, painting and decorating, plastering, plumbing, steam fitting and gas fitting, radio service and structural steel.

Minimum Wages

General minimum wage orders covering male employees are set out in regulations 365/57 and 372/57; those for female employees are contained in regulations 366/57 and 374/57.

Hours of Work and Minimum Wage Orders

Special hours of work and minimum wage orders are set out for the following: irrigation projects under the Water Resources Act (367/57); pipeline construction (373/57); trucking industry (outside the cities) (375/57); land surveying industry (378/57); commercial travellers (379/57); insurance salesmen (380/57); hotels licensed under the Liquor Control Act in cities and specified towns (38157).

Hours of Work

The following special orders deal with hours of work: automotive repair and gasoline service station industry in Banff National Park (368/57); foundry industry, Calgary Zone (371/57); shifts (376/57); hours of work (cities) (377/57); brewery industry (382/57); irrigation projects under the Water Resources Act (383/57).

Holidays

A special holiday order for the coal mining industry is set out in 370/57.

British Columbia Factories Act

By a proclamation gazetted on December 5, Thursday, December 26, 1957, was declared a public holiday for the purposes of section 56 of the British Columbia Factories Act. This meant that factories could not remain open except with the written permission of an inspector.

British Columbia Male and Female Minimum Wage Acts

A new minimum wage order for barbers, Male and Female Minimum Wage Order No. 42 (1957), went into force in British Columbia on January 6, establishing a minimum wage of \$50 a week for barbers working 40 or more hours a week and a minimum of \$1.25 an hour for those on a shorter work-week. The new order replaces Order No. 42 (1946) (L.G. 1946, p. 989), an order for male barbers, which set a minimum weekly rate of \$25 for full-time employees and a minimum hourly rate of 65 cents for part-time workers.

Unlike the previous order, which, as has been indicated, applied only to men, the new order covers all persons engaged in the shaving of the face or cutting, trimming or singeing of the hair or beard or the shampooing or massaging or treating of the head or face. Male barbers employed in beauty parlours or in hairdressing shops who work on women and children only are again excluded, however. Men and women engaged in hairdressing will continue to be covered by Order No. 27 (1952), which set minimum rates of \$25 a week for persons on a 39-hour week and of 65 cents an hour for those who work a shorter work-week (L.G. 1952, p. 1234).

The new minimum, \$50 a week for those who work 40 or more hours a week and \$1.25 an hour for barbers who regularly work less than 40 hours a week, apply to all barbers except part-time employees, apprentices and handicapped persons to whom the Board has issued permits to work for less than the minimum wage. If barbers work longer than the eight-hour daily and 44-hour weekly limits, they must be paid time and one-half their regular rate. However, in a case where hours have been extended with the permission of the Board of Industrial Relations in accordance with the variations provided for in the Hours of Work Act, the overtime rate does not apply until the employee has completed the hours so established.

Barbers are to be paid at their regular rate for the entire period spent at work in response to a call, with a minimum of two hours' pay if they report for work and four hours' pay if they commence work, subject to the usual qualifications.

The new order also contains the usual provisions respecting semi-monthly pay, posting of orders and schedules and the keeping of records.

British Columbia Semi-monthly Payment of Wages Act

The Lieutenant-Governor in Council, by a regulation gazetted on December 19, has extended the application of the British Columbia Semi-monthly Payment of Wages Act to the following industries and occupations: barbering; hairdressing; the mercantile industry; the occupations of elevator operator and starter; the occupation of cemetery-worker; the transportation and taxicab industries; the occupations of stationary steam engineer, firemen, oiler and special engineer; the occupations of bartender, waiter and utility man; office occupations; the occupations of attendant and assistant in specified amusement places and in parking-lots, auto camps, shoe-shine establishments and boat liveryes; the occupations of attendant or assistant in veterinary hospitals or places where therapeutics are performed; the building service industry.

The Act, which previously covered the mining, manufacturing, construction, fishing and hotel and catering industries, and the outside employees of municipal corporations, requires employees to be paid at least as often as semi-monthly all wages or salary earned up to a day not more than eight days prior to date of payment. In mines under the Coal Mines Regulation Act payment must be made not less than fortnightly and on a Saturday. Workers who for any reason are not paid at the fixed time are entitled to be paid any time thereafter on demand. Nothing in the Act, however, is to be deemed to prohibit the payment of wages at more frequent intervals than those prescribed and employers may not, by contract or by any other means, secure exemption from the provisions of the Act.

The Act does not cover any worker earning \$4,000 or more under a yearly contract.

Penalties ranging from \$25 to \$500 may be imposed for violations of the Act and the employer may also be ordered to pay each employee all arrears of wages.

Manitoba Gas and Oil Burner Act

Some amendments to the regulations under the Manitoba Gas and Oil Burner Act (L.G., April 1957, p. 469), approved by Man. Reg. 100/57, were gazetted on December 7.

One amendment exempts certain retailers from the requirement to post a guaranteed bond and obtain a licence from the Minister of Labour before selling or delivering fuel oil for use in fuel oil burners for heating purposes. Under the new regulations, no licence or bond is required from a person who, having received drums or cans of fuel oil from the holder of a subsisting licence, sells or delivers them to purchasers without opening them or sells the fuel oil in quantities not exceeding five gallons to a customer.

The new regulations also set out the forms of the licences to sell and deliver fuel oil and to install and service oil-burning equipment.

Manitoba Steam and Pressure Plants Act

Revised regulations under the Manitoba Steam and Pressure Plants Act respecting standards of construction, installation and maintenance of steam and pressure plants approved by Man. Reg. 96/57 were gazetted on November 30. The new regulations are in conformity with changes in the Act, which at the last session of the Legislature was amended to extend coverage to low-pressure refrigeration plants and plants used for utilizing or confining any liquid or gaseous substances other than steam.

In line with the provisions of the Act, the regulations set out five classes of high-pressure plants, namely: first class, meaning all those of 500 h.p. or more; second class, all plants between 200 and 500 h.p.; third class, all plants between 100 and 200 h.p.; fourth class, all those between 25 and 100 h.p.; fifth class, plants capable of developing five h.p. and less than 25 h.p. The regulations also provide for a heating plant class, which covers all low-pressure plants used for heating or equivalent purposes.

Except where other provisions are expressly set out in the Act and in these regulations, the standards governing the design, fabrication, installation, operation, testing and inspection of boilers, pressure vessels and plants are those set out in the 1955 edition of the *ASA Code for Pressure Piping* and in the 1956 editions of the following ASME Codes: *Power Boilers*, *Material Specifications*, *Low Pressure Heating Boilers*, *Miniature Boilers*, *Unfired Pressure Vessels*, *Qualifications for Welding*, *Suggested Rules for Care of Power Boilers*, and *Boilers of Locomotives*.

If any boiler, pressure vessel, plant or oil refinery is installed, erected, re-installed or re-erected, the fittings must conform to the standards set out in the applicable ASME or ASA Code. This rule also applies whenever any fittings are replaced.

Piping used in connection with plants, boilers and pressure vessels must meet the standards set out in the appropriate ASME Code and, where it is not applicable, the standards prescribed by the ASA Code for piping. Sections 3 to 13 of the CSA Canadian Regulations for the Construction and Inspection of Boilers and Pressure Vessels (B51-1957) are also adopted and constituted as part of these regulations, as are the rules set out in the CSA Mechanical Refrigeration Code (B52-1951). The standards for portable cylinders manufactured or used for storage of propane or similar gases are those prescribed by the Board of Transport Commissioners for Canada. Non-portable cylinders must conform with the ASME Code and the regulations under the Gas and Oil Burner Act.

As well as adopting the above codes, the regulations set out additional safety rules, one of which provides that whenever the Chief Inspector considers that the workmanship, age, material, condition or installation of any boiler or pressure vessel makes it advisable he may order the factor of safety increased. Another provides that where a high-pressure lap seam riveted boiler reaches the age of 21 years and annually thereafter, the factor of safety must be increased by at least 1 per cent. No high-pressure lap seam riveted boiler with a diameter exceeding 36 inches which has been moved from its original location may be operated at a pressure greater than 15 p.s.i.

On the first inspection after the coming into force of these regulations, every boiler and unfired pressure vessel now in use which does not carry the identification provided for in Section 6 of the CSA Code for the Construction and Inspection of Boilers and Pressure Vessels (B51-1957) will be stamped by the inspector in the manner prescribed. If the inspector orders a change in the maximum pressure, he will also stamp the newly authorized maximum pressure on the boiler. The regulations also provide that no person may sell or install a boiler or unfired pressure vessel which is not stamped in the required manner.

Every oil, gas- or stoker-fired boiler must be equipped with devices designed to shut off the fuel food and air supply in the event of low water, flame failure or over pressure. The devices are to be installed so as not to be rendered inoperative by the manipulation of any manual controls.

Boiler rooms are to be constructed of fire resistant materials and are to be provided with fireproof doors opening outwards. The dimensions must be such as to provide an

all-round minimum clearance of 36 inches between the inside walls of the boiler room and the boiler setting walls or boiler casing. The clearance between the front of the boiler and the wall, however, must be adequate to remove the longest boiler tubes and in no case may be less than four feet.

The regulations specify the controls to be provided on stoker-fired boilers, on boilers fired by means of oil burners approved by the CSA or Underwriters' Laboratories of Chicago for burning grades (domestic type) 1 or 2 fuel oils, and on oil burners approved for burning heavy grade fuel oils (Bunker C).

However, with the written permission of the Chief Inspector, one or more of the automatically operated controls specified may be omitted in plants where licensed operators are employed in accordance with the requirements of the Operating Engineers and Firemen Act. The Chief Inspector is also authorized to order additional controls whenever he considers it necessary for the safe operation of automatically fired boilers.

In addition, the regulations provide that the Chief Inspector may order that air-cooled floors of adequate strength be installed in boiler settings or fire box floors where boilers are fired by means of oil burners.

Manitoba Taxicab Act

The regulations made by the Manitoba Taxicab Board (L.G., Feb. 1956, p. 194) have been amended with respect to drivers' wages by Man. Reg. 98/57, gazetted on November 30.

A driver employed by the week who regularly works nine hours a day for six days in a week must now be paid a minimum wage of either \$38 plus 65 cents for each hour on duty in excess of 54 or 38 per cent of his gross intake for the week, whichever is greater. A driver who because of illness or by arrangement with the employer works less than six days must receive either a proportional amount of the \$38 weekly wage or 38 per cent of his gross receipts for the week, whichever is greater. In addition, the regulations provide that an owner may not make any deduction from a driver's wages that would reduce his weekly wage below \$38 other than a deduction authorized under federal or provincial legislation, or a deduction made at the employee's written request with the Board's approval.

A driver employed otherwise than by the week must receive a minimum of \$1.80 a day with an additional 60 cents for each hour on duty in excess of three hours.

Previously, while no specific rates were set, the owner of a taxicab was prohibited

from making deductions from the wages of a driver paid by the week that would reduce his wages below \$35 except in the circumstances described above.

The new rate is slightly higher than the general minimum rate for male employees in Winnipeg of 60 cents an hour with 90 cents for each hour worked in excess of 48 in the week. In a 54-hour week, this amounts to \$34.20.

Ontario Operating Engineers Act

Some amendments to the general regulations under the Ontario Operating Engineers Act approved by O. Reg. 268/57 were gazetted on December 14, bringing the regulations into line with changes made in the Act at the last session of the Legislature (L.G., May 1957, p. 599).

The amendments to the Act authorized certified refrigeration operators who are not qualified operating engineers to operate high-powered refrigeration equipment and provided for two classes of refrigeration operators, Class A and Class B, instead of one general class.

The Class B certificate, which is similar to the general refrigeration certificate previously issued, entitles the holder to act as chief engineer in a refrigeration plant of 400 horsepower or less or as shift engineer in a plant of unlimited registered horsepower. A Class A certificate permits the holder to act as chief operator in a refrigeration plant of over 400 horsepower, work which formerly could be performed only by a person holding a first or second class engineer's certificate.

The regulations again require applicants to qualify by examination, the pass mark in both cases being 60 per cent, as formerly. The requirements with respect to age and experience, however, are different from those previously set out for refrigeration operators. Instead of 21 years, the minimum age for a Class B certificate is 19 years. An applicant must also have had at least one year's qualifying experience in a refrigeration plant or 18 months' experience installing or servicing equipment in a refrigeration plant and six months' qualifying experience in a refrigeration plant. Previously, the minimum experience required for a refrigeration operator's certificate was two years in a refrigeration plant.

An applicant for a Class A certificate must be at least 23 years old and be the holder of a current refrigeration operator's certificate (Class B). He is also required to have had at least four years' experience in a refrigeration plant, three of which must have been in a plant of over 400 horsepower, subsequent to obtaining a Class B certificate.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in November 1957—249,108—increased 49 per cent over previous month's 167,363 and 65 per cent over the November 1956 total of 151,356, statistics* show

The number of initial and renewal claims for unemployment insurance benefit in November was 249,108, an increase of 49 per cent over the 167,363 recorded in October, and 65 per cent higher than the November 1956 total of 151,356.

Claimants having an unemployment register in the "live file" on November 29, numbering 403,000, constituted 10 per cent of the estimated insured population at the beginning of the month. This represents a rise of 6.8 and 5.7 per cent respectively over the October 1957 total of 268,000 and the November 1956 total of 215,400. There is a noticeable increase in the proportion of male claimants, who comprised 78 per cent of the total on November 29 compared with 74 per cent on October 31 and 72 per cent on November 30, 1956.

Of the claimants included in the November 29 count 45 per cent had been on claim two weeks or less, and 82 per cent of these were males. At the upper end of the duration schedule, however, males account for only 65 per cent of those on claim 13 weeks or more.

Postal claimants constituted 34 per cent of the November 29 claimant group, an increase of five points over the 29 per cent for October 31. The increase occurred wholly among the males, of whom 36 per cent were postal on November 29, compared with 31 per cent on October 31.

During November the number of cases in which benefit periods were not established accounted for 82 per cent of non-entitlements on initial claims. This compared with 70 per cent for October and for November 1956.

The estimated average weekly number of beneficiaries was 227,400, an increase of 28 per cent over the October total of 177,500, and 108 per cent higher than the figure for November 1956. Benefit payments

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

increased only slightly over October (about 15 per cent) but both the number of weeks and the amount of benefit were up substantially over last year (90 per cent in weeks compensated and 105 per cent in benefit paid). The substantial rise in benefit payments is related to the increase in the number of beneficiaries together with the higher proportion of males, who tend to draw at the higher benefit rates.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November show that insurance books or contribution cards have been issued to 4,786,876 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1957.

At November 30 employers registered numbered 299,147, an increase of 1,411 since October 31.

Enforcement Statistics

During November 1957, 5,199 investigations were conducted by enforcement officers across Canada. Of these, 3,929 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 105 were miscellaneous investigations. The remaining 1,165 were investigations in connection with claimants suspected of making false statements to obtain benefit.

*See Tables E-1 to E-4 at back of book.

Prosecutions were commenced in 108 cases, 28 against employers and 80 against claimants.* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 698.*

Unemployment Insurance Fund

Revenue received in November totalled \$21,602,141.47 compared with \$22,857,359.01

in October and \$21,038,964.17 in November 1956. Benefit payments in November amounted to \$18,961,516.48 compared with \$16,305,464.48 in October and \$9,258,141.20 in November 1956. The balance in the fund on November 30 was \$887,441,141.23; on October 31 it was \$884,800,516.26 and on November 30, 1956, \$917,638,981.85.

Decision of the Umpire under the Unemployment Insurance Act

Decision CUB-1443, December 23, 1957

Summary of the facts: The claimant has been employed by a federal government department as a flagman on the W..... Canal at S..... since 1953. On December 15, 1956, the canal system was closed down for the winter season and he was placed on leave with pay as follows: 15 days statutory leave and 41 days compensatory leave for overtime work and work on statutory holidays during the on-season.

He applied for benefit on January 2, 1957. The insurance officer allowed the claim but regarded the monies which he continued to receive from the employer as earnings within the meaning of section 56 of the Act.

On January 28 the claimant appealed to a board of referees, contending that the said monies should not be classified as earnings since they were in payment of overtime work which he performed during the navigation season. He further argued that he was actually unemployed and that unemployment insurance contributions were not being credited to him.

The board which heard the claimant, his lawyer, and a representative of the interested union in S..... on February 21, 1957, unanimously allowed the appeal on the ground that the monies received by the claimant were in the category of bonuses and not earnings (section 172 (2) (a) of the Unemployment Insurance Regulations).

From that decision, the Director of Insurance appealed to the Umpire.

Subsequent information was received, however, to the effect that the claimant had returned to work the day after his compensatory leave expired, *viz.*, March 13, 1957, and on the basis of this new fact the

Director of Insurance withdrew the appeal for the purpose of resubmitting the case to the board of referees. The board of referees was asked to decide whether the claimant was unemployed from December 30, 1956 to March 12, 1957, while he was on leave with full pay.

The board of referees again heard the claimant, his lawyer, a representative of the interested union and the personnel manager of the W..... Canal in S..... on June 13, 1957. It unanimously found that the claimant was unemployed for the period under consideration irrespective of the method used by the employer in making these deferred payments of actual earnings. In the opinion of the board the monies received by the claimant were for the on-season and accordingly should be allocated thereto.

On August 2, the Director of Insurance renewed his appeal to the Umpire, first on the question whether the claimant was unemployed during the period of compensatory leave in view of section 158 (2) of the Regulations; second, on whether, if the claimant was unemployed during this period, the remuneration paid to him should not be taken into account as earnings and allocated to the period.

Following the lodging of this appeal, the interested union requested an oral hearing before the Umpire, which was held in Ottawa on September 19, 1957. The union was represented by counsel.

At the hearing, the Unemployment Insurance Commission's representative argued that the claimant's situation during the period of compensatory leave was no different to that of any other civil servant, *viz.*, he continued to be in employment, accumulated leave credits and paid contributions to the superannuation fund. As he received his usual remuneration for each week of compensatory leave, his case,

*These do not necessarily relate to the investigations conducted during this period.

in the opinion of the Commission, came under regulation 158 (2), which stipulates that "any week for which the usual remuneration for a full working week is earned or paid shall be a full working week.....". As an alternative, the Commission contended that the monies he received were earnings within the meaning of regulation 172 (1) and, in accordance with regulation 173 (1), had to be allocated to the period for which earned or paid, namely the period during which the overtime leave fell.

The counsel for the claimant argued that the fact that monies paid for overtime were spread over a few weeks during the off-season instead of being paid in a lump sum at the conclusion of navigation was a matter of internal administration; that such policy was adopted by the federal Government at the request of the municipalities which in the 1930's had to provide relief money to canalmen who had no steady income during the winter months; that canalmen are seasonal employees in the true sense of the word and as such, "go out and get jobs if they can during their compensatory leave period"; that the fact that the Unemployment Insurance Commission did not request contributions from them during the off-season was indicative of its belief that they are then unemployed and that such being the case, there could not be one interpretation for the purpose of contributions and another one for the purpose of benefits.

At the request of the Umpire, and in view of certain allegations made at the hearing, information was sought from the Department as to whether or not canal workers were provided with work by the Department during the off-season. The information obtained showed that in 1957 the claimant, as well as all the other canalmen, after using their statutory holidays and compensatory leave, were provided by the Department with sufficient employment to keep them working until the canals opened again; that it was the first year that this occurred and there was nothing compulsory on the Department to do so.

Conclusions: The claimant's disqualification for the period of 15 days statutory leave is not disputed. The question at issue is whether or not he was entitled to benefit during the period he received compensatory leave.

The status of employees of the federal department who worked on canals and filed a claim for benefit during the off-season has been discussed by one of my predecessors in decision CUB-246, which, apparently, was not drawn to the attention of the board of referees.

In that decision, the Umpire pointed out that by reason of the nature of his employment, a canal employee passed through three stages in a year. During the first stage, from the opening until the closing of navigation, he performed his usual work on the canal. During the second stage, from the closing of navigation until the termination of his compensatory leave, he is not working, but, nevertheless, is kept on the employer's pay-roll; the employer retains his insurance book, he is credited with annual leave, sick leave, special leave and contributions continue to be made on his behalf to the superannuation fund. The third and last stage extends from the termination of his compensatory leave until the opening of navigation. Only for the third stage did the Umpire find that the claimant could qualify for benefit under the Act.

Although there have been numerous amendments to the Act and the Regulations since that decision was rendered, the underlying principle in the present case is the same as in CUB-246, and I cannot find in the Act and the Regulations as they read at present any valid reason which would permit me to grant canalmen benefit for a period during which they receive their "usual remuneration," which means their full salary.

It is clear from the poster used by the Civil Service Commission for the recruitment of canalmen (Exhibit No. 6) and from the Treasury Board authority under which overtime credits accumulate (T.B. 45823 dated January 22, 1954) that the monies received during the compensatory leave cannot be termed as a gratuity or a bonus, as the accumulation of overtime credits is a definite condition of the contract of service between the employees and the Department and is not paid at the pleasure of the Crown. Therefore, contrary to the finding of the board of referees, the claimant cannot be given the benefit of provision 172 (2) (a) of the Regulations.

It is also clear from the poster and the Treasury Board minute referred to above that overtime earnings are not earned or paid for the period during which the overtime is performed, but are earned or paid for a period which falls between the navigation seasons. There is provision in the Treasury Board minute for a cash payment equivalent to the compensatory leave, but the departmental policy is to grant it only when there is no other alternative, i.e., the navigation season has resumed or the employee has died. Therefore, in accordance with regulation 173 (1), overtime earnings are to be allocated to a period following the closing of navigation.

It has been argued that the Unemployment Insurance Commission must necessarily consider canalmen unemployed while on compensatory leave, since it did not collect contributions in their respect for that period. It does not appear that the matter of contributions has ever been sub-

mitted to the statutory authorities or challenged by the employees or the Department. Unless and until such event occurs, it would be inappropriate for me to comment on the matter.

For those reasons, I have to allow the appeal.

Employment under the Unemployment Insurance Act

The substantial rise in earnings for persons covered by the Unemployment Insurance Act over the period July 1941 to March 1954 was reflected in the changing distribution of workers within the various earning groups. This is shown in the reference paper "Employment under the Unemployment Insurance Act, Year Ended March 31, 1954" released last month.

During the first nine months of operation, 36 per cent of the contributors under the Act had average weekly earnings of \$26 or more, but by 1954, 90 per cent had average weekly earnings of \$27 or more.

The earnings of males are consistently higher than those of females—in 1942, 48 per cent of males and 4 per cent of females had earnings of \$26 or more per week, and in 1954 these proportions were 96 per cent and 72 per cent.

Average number of weeks employed was relatively stable over the period, ranging

from 35 to 38 weeks. About half the new additions to the insured working force contribute less than 17 weeks, while more than half of the more experienced workers contribute 45 weeks or more. Females constitute a higher proportion of the new entrants than of renewals.

The influence of increases in coverage which have extended unemployment insurance in industries having greater seasonality of employment as well as the general increase in employment which has occurred in construction and in other industries subject to seasonal declines is evident in the comparison of the employment patterns for the years 1946, 1950 and 1954. At 1946, more than one third of the contributors showed an average annual pattern of from 49 to 52 weeks contribution; by 1950, the proportion was about one quarter, and by 1954 fewer than one fifth were in this category.

U.S. Jobless Claims Drop Sharply in Mid-January

Both initial claims for unemployment insurance and "insured unemployment" (workers out of work for a week and eligible to collect benefits) in the United States dropped sharply during the weeks ending January 25 and 18 respectively.

It was the first time both figures had declined together since unemployment began an upward trend in the fall of 1957.

The decline in initial claims was substantial, dropping by 70,900 to 452,000. While this was higher than the year-earlier figure of 304,500, it was sharply below the record level of 609,600 reached in the second week of January this year.

The drop in "insured unemployment" was much smaller. The reduction was 13,800 to a total of 2,850,000 in the week ended January 18.

The report says that only 16 states had noted reduced levels of "insured unemployment" while 33 states were higher. But the states with lower levels...meaning some recall of workers to their jobs...included the large industrial ones, Illinois, Pennsylvania, New York, and Connecticut.

The unemployment insurance system covers more than 43,000,000 out of the total working force of 65,000,000. Total unemployment figures are thus invariably higher than "insured unemployment" figures.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during December

Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 108 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 137 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	68	\$207,102.00
Post Office	17	308,593.57
Public Works	1	6,250.00
Central Mortgage and Housing Corp.	1	161,173.60
Defence Construction (1951) Ltd.	1	18,253.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during December

During December the sum of \$8,604.12 was collected from 10 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 220 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Atomic Energy of Canada Limited

Chalk River Ont: M Sullivan & Son Ltd, construction of decontamination bldg No 507; M Sullivan & Son Ltd, extension to bus garage bldg No 406.

Central Mortgage and Housing Corporation

Chatham N B: North Shore Construction Ltd, hard-surfacing of roads for 125 housing units, DND 7/54. *Farnham Que:* Les Construction Marquis Ltee, *repairs to foundations, Normandie Blvd. *Brockville Ont:* M Sullivan & Son Ltd, construction of housing units, FP 4/57. *Hespeler Ont:* Gardner Einwechter, *repairs to fire damage at 39 Phin Ave.

Department of Citizenship and Immigration

Bella Coola Indian Agency B C: J A Stewart Construction, construction of teacher's residence, etc, Bella Bella Indian Reserve No. 1. *Yukon Indian Agency Y T:* International Water Supply Ltd, supply & installation of water softening equipment, Carcross IRS.

Defence Construction (1951) Limited

Charlottetown P E I: Atlas Construction Co Ltd, construction of naval reserve division bldg. *Dartmouth N S:* John Thompson-Leonard Ltd, supply & installation of boiler, HMCS *Shearwater*. *Halifax N S:* Dominion Structural Steel Ltd, erection of structural steel for canteen & office bldg. *St Hyacinthe Que:* Franki of Canada Ltd, underpinning of armouries. *St Johns Que:* Canadian Comstock Co Ltd, connection of boiler & equipment, central heating plant, RCAF Station. *Valcartier Que:* Beaudet & Fils Enr, erection of prefabricated bldg for extension to bldg No 53, CARDE. *Camp Borden Ont:* Salem Engineering Ltd, improvements to water supply system. *Esquimalt B C:* Commonwealth Construction Co Ltd, construction of armament depot, HMC *Dockyard*; Canadian Comstock Co Ltd, replacement & extensions of air pipeline distribution system, HMC *Dockyard*. *Near Fort St John B C:* General Construction Co Ltd, construction of trestle bridge over Pine River, NWHS; Poole Engineering Co Ltd, construction of road from Alaska Highway to PGE railway bridge & ferry approaches at Peace River Suspension Bridge. *Victoria B C:* Helge Harvest Painting Co Ltd, interior painting of PMQs, Work Point Barracks.

Building and Maintenance

Halifax N S: Banfield & Miles, interior painting of MDPAs, Windsor Park, *Camp Borden Ont:* W A Moffatt Co, reroofing of & sheet metal work in 55 bldgs.

Department of Defence Production

Uniacke N S: Cyril J Feeney, *clearing of land & disposal of refuse at receiver site. *Longue Point Que*: Forget-Powell Co Ltd, supply & installation of exhaust systems in bldg No. 3, Depot Area; Moto Construction Co, interior painting of bldg No 37, boiler room, Depot Area. *Sherbrooke Que*: Gerard Boissoneault, snow removal during 1957-58, ND properties. *Camp Borden Ont*: B Phillips Co Ltd, painting of water towers; Willard & Bluj, interior painting of sleeping quarters in barrack blocks, RCAF Station. *Dundas Ont*: Colt Contracting Co Ltd, excavation & replacement of storm drain & manholes, etc, armouries. *Rockcliffe Ont*: A P Green Fire Brick Co Ltd, refractory repair of No 3 boiler, RCAF Station. *Namao Alta*: New West Construction Co Ltd, *construction of two transformer vaults in Nos 3 & 4 hangars, RCAF Station, Lancaster Park. *Lynn Creek B C*: Monarch Roofing Co, reroofing north section of bldg No. 2.

Department of National Revenue

Comins Mills Que: Wm Lavallee Construction Ltd, construction of customs examining warehouse. *Estevan Sask*: F A France Construction Co, construction of office bldg & residence bldg & alterations to existing bldg. *Oungre Sask*: Shelly & Young Construction Ltd, construction of residence.

Department of Northern Affairs and National Resources

Baddeck N S: Taylor's Ltd, *installation of plumbing & heating systems in custodian's house; Stephens Construction Ltd, *roofing & sheet metal work at custodian's house; Wm Matheson & Son, *electrical installation in custodian's house; Herman Young, *lathing & plastering in custodian's house. *Grand Pre National Park N S*: Bluenose well Drilling Co Ltd, *drilling of well. *Banff Alta*: Wm Clark Roofing & Building Suppliers Ltd, *application of bonded roof, cave & basin bathhouse. *Waterton Lakes National Park Alta*: A M Schow, *electrical work in Information Bldg; Hall Bros, *installation of plumbing facilities in Information Bldg; Lethbridge Sheet Metal Ltd, *installation of heating system in Information Bldg. *Fort Langley B C*: Nu-Way Plumbing & Heating, *installation of plumbing, heating & ventilation systems in custodian's quarters & office bldg. *Kootenay National Park B C*: Canada Gunito Co Ltd, repairs to Aquacourt at Radium Hot Springs.

Department of Public Works

St John's Nfld: The Horwood Lumber Co Ltd, alterations & additions to bldg 29, Buckmaster's Field. *Canso N S*: Albert E Whidden, repairs to federal bldg. *Inverness N S*: Duncan A MacIsaac, repairs & alterations to federal bldg. *Pictou N S*: Ferguson Industries Ltd, *repairs to dredge Pownal No 2. *Port Latour N S*: Kenney Construction Co Ltd, breakwater repairs. *Minto N B*: H C Greenlaw Ltd, alterations to federal bldg. *Oromocto N B*: H C Greenlaw Ltd, construction of temporary post office bldg. *Saint John N B*: H Davis, alterations to old post office bldg; Trueman O Morrow, painting of various bldgs; Veterans' Window Cleaning Co, cleaning of windows. *Dorval Que*: Westeel Products Ltd, installation of partitioning & lighting at Air Freight Terminal, Customs & Excise Division, Dept of National Revenue. *Hull Que*: Rene Cleroux, modification to existing ventilating & heating systems, Zone 6, second floor, National Printing Bureau; Rene Cleroux, revisions to heating system, etc, National Printing Bureau; Rene Cleroux, installation of thermostat radiator valves, Zone 7, National Printing Bureau; Rene Cleroux, revisions to ventilating & heating systems & installation of condensation pumps, National Printing Bureau; Duford Ltd, painting of glass, National Printing Bureau. *Magog Que*: Albert Godbout, alterations to federal bldg. *Montreal Que*: Alphonse Gratton Inc, addition & alterations to Postal Station "R". *Quebec Que*: J A Asselin & Fils Enr, alterations to Louise Embankment Immigration Shed. *Arnprior Ont*: Acme Tree Specialists, landscaping at Civil Defence College. *Cedar Point Ont*: R A Blyth, wharf repairs. *Cornwall Ont*: P E Brule Co Ltd, construction of highway office bldg. *Eastview Ont*: Leopold Beaudoin Construction Ltd, construction of partitions, installation of electrical fixtures & redecoration of Landriault Bldg. *Kenora Ont*: Eric Ruben Norman, alterations & addition to RCMP detachment quarters. *London Ont*: McKay-Cocker Construction Ltd, alterations in Lipton Bldg for UIC, post office & customs; Cardinal Painting & Decorating Co Ltd, interior painting at 388 Dundas St. *Madsen Ont*: Steel Structures (Western) Ltd, construction of pre-engineering bldg. *North Bay Ont*: Kyle & Kightley Ltd, construction of partitions, installation of counters, etc, in federal bldg. *Ottawa Ont*: Campbell Steel & Iron Works Ltd, retubing in No 2 boiler, etc, National Research Council; Campbell Steel & Iron Works Ltd, installation of tubes in

No 6 boiler, etc. Central Heating Plant; Roger E Boivin, redecoration of Zoology Section & Herbarium Section, Victoria Museum; Doran Construction Co Ltd, alterations to Holden Bldg; Leopold Beaudoin Construction Ltd, alterations & additions to "A" bldg, Cartier Square; A P Green Fire Brick Co Ltd, rebuilding of smoke chambers for refinery chlorination furnaces, Royal Canadian Mint; Otis Elevator Co Ltd, improvements to elevator, Mines Bldg; Dibblee Construction Co Ltd, construction of walks, National Research Laboratory; Rudel Machinery Co Ltd, supply & installation of 3 monorail crane systems in machine shop, Booth St, Dept of Mines; Lumo Electric Co, installation of fume & vapour exhaust system in rolling room, Royal Canadian Mint; Lord & Burnham Co Ltd, repairs to Nos 3 & 4 sections of greenhouse & installation of aluminum east & gable, Rideau Hall; Ted Wojdacki, exterior painting of No 5 Temporary Bldg; Taggart Construction Ltd, construction of storm sewer, Supreme Court Bldg; Edge Ltd, installation of sprinkler system in General Storage Depot of Mines & Technical Surveys, No 8 Temporary Bldg; O'Leary's (1956) Ltd, construction of parking area, National Research Council; Greenspoon Bros Ltd, demolition of Vail's Laundry bldg; A Lanctot Construction Co Ltd, alteration & repairs, 45 Spencer St; O'Leary's (1956) Ltd, surfacing of parking area, Science Services Bldg, CEF; J R Statham Construction Ltd, construction of X-Ray unit, Vimy Bldg; Shore & Horwitz Construction Co Ltd, installation of dumbwaiter & shaft alterations, Rideau Hall; Roger E Boivin, repainting exterior of "C" bldg, Dept of National Defence; Canadian Ice Machine Co Ltd, construction of Dairy Research bldg, CEF; Edge Ltd, replacement of heating system, Regent Annex; George Higman & Sons Ltd, repainting exterior of "A" bldg, Dept of National Defence, including overpass to "C" bldg; Bedard-Girard Ltd, installation of electrical distribution feeders, Centre Block, Parliament Bldgs; Leopold Beaudoin Construction Ltd, renewal of exterior stone stairway treads at eastern approach of Parliament Bldgs; Providence Plumbing & Heating Ltd, renewal of water mains & risers throughout Woods Bldg. *Reeddale Ont*: Precision Prefab Products Ltd, construction of addition to existing post office bldg. *Tobermory Ont*: E D Kalbfleisch & C H Whicher, repairs to harbour works. *Toronto Ont*: Robert Wilson, removal of waste paper from federal bldgs & leased accommodation; Harry S Denning Cleaning Services Ltd, cleaning interior of Wilson Bldg. *Uplands Ont*: Leopold Beaudoin Construction Ltd, erection of bleachers & platforms for CBC at airport. *Whitby Ont*: McNamara Construction Co Ltd, *redredging area "A", approach to inner harbour & area "B", entrance channel. *Winnipeg Man*: William L Beaton, laying of plywood & linoleum floor tile on eighth floor, Commercial Bldg; Wyatt Construction Co Ltd, laying of plywood underlay & marboleum tile on second floor, Commercial Bldg. *Saskatoon Sask*: Upper & Isabelle, interior painting of federal bldg. *Edmonton Alta*: Everall Engineering Ltd, paving at Charles Camsell Hospital. *Lacombe Alta*: P W Graham & Sons Ltd, construction of office & laboratory bldg for Dept of Agriculture. *Lethbridge Alta*: Bird Construction Co Ltd, landscaping & bituminous paving, RCMP garage & Administration Bldg. *Bella Bella B C*: Ernest Omer Johnson, construction of wharfage facilities for Dept of Fisheries. *Ladysmith B C*: Victoria Pile Driving Co Ltd, construction of float & breakwater renewal. *Nelson B C*: T H Waters & Co Ltd, installation of acoustic tile, Gray Bldg. *Patricia Bay B C*: Basarab Construction Ltd, shear boom & float construction. *Prince George B C*: C J Oliver Ltd, construction of RCMP detachment quarters. *Vancouver B C*: Doyle Construction Co Ltd, installation of underground services to Government Laboratories, U of BC; Modern Building Cleaning Service of Canada Ltd, cleaning interior of General Post Office Bldg. *Fort McPherson N W T*: Frank's Painting Service, painting of hostel, teacherage & addition to school.

Department of Transport

Charlottetown P E I: Valley Services Ltd, construction of airport lighting facilities. *Dorval Que*: J R Robillard Ltee, construction of temporary Custom & Immigration bldg & related work at airport; Kredl & Warner Inc, reroofing of hangar No 4 at airport. *Montreal Que*: Atlas Construction Co Ltd, construction of foundation for rolling type bascule bridge over Lachine Canal, vicinity of Rockfield Bridge No 7; Navais Construction Ltd, construction of N D beacon & marker bldg & access road at airport. *Quebec Que*: Magloire Cauchon Ltee, installation of chain link fence & gate at airport. *Dainsville Ont*: Provincial Engineering Ltd, replacement of wire ropes on bridge No 18, Welland Ship Canal. *London Ont*: Con-Eng Contractors Ltd, construction of additional airport facilities. *Malton Ont*: Huron Construction Co Ltd, additional development at airport. *Near Merriton Ont*: Provincial Engineering Ltd, replacement of wire ropes on bridge No 5, Welland Ship Canal. *Ottawa Ont*: H J McFarland Construction Co Ltd, installation of storm drainage in civil terminal area at Uplands Airport. *Port Robinson Ont*: Provincial Engineering Ltd, replacement of steel ropes on bridge No 12, Welland

Ship Canal. *Sault Ste Marie Ont*: Michaud & Simard Inc. additional airport development. *Thorold Ont*: Bowman & Crippin Ltd. painting of lock gates. Welland Ship Canal. *Winnipeg Man*: Harris Construction Co Ltd. installation of water supply mains at airport. *Penticton B.C.*: Dalrymple Construction Ltd. construction of garage at airport.

PRICES AND THE COST OF LIVING

Consumer Price Index, January 1958

A rise of 0.2 per cent in the consumer price index (1949=100), from 123.1 to 123.4, between December 1957 and January 1958 brought the index back to the October 1957 high, following two declines totalling the same amount in November and December*. Increases in both the food and other commodities and services indexes were responsible for most of the increase.

Foods rose from 118.8 to 119.4 as beef prices continued to show strength, with some cuts up 4 cents a pound. Imported citrus fruits and lamb were up substantially, while most fresh vegetables and veal showed lesser increases. Price declines were few; eggs registered a further decrease of 3 cents a dozen, and pork was down fractionally.

Higher prices for newspapers in twelve Canadian cities, combined with advances in hospital rates in Winnipeg, more than offset somewhat lower prices for new passenger cars and gasoline as other commodities and services rose from 128.4 to 129.1.

Mixed price trends in household operation items left the index slightly higher at 120.8 compared with 120.6 in December. Coal prices were higher but fuel oil and domestic gas declined; a number of furniture items moved to slightly lower levels with living room suites at higher prices; appliances, particularly refrigerators, registered price declines but household supplies and services were up.

The shelter index declined fractionally from 136.7 to 136.6 as rents were unchanged and the home-ownership component eased slightly.

The clothing index dropped more than a point, from 109.9 to 108.8, as annual January sales were reflected in lower prices for men's suits and coats, women's cloth and fur coats and girl's winter coats. Footwear prices edged up.

The index one year earlier (January 1957) was 120.3. Group indexes on that date

were: food, 117.1, shelter 133.6, clothing 107.6, household operation 119.0, and other commodities and services 123.1.

City Consumer Price Indexes, December 1957

Consumer price indexes (1949=100) were lower in five of the ten regional cities between the beginning of November and December 1957, rising in Winnipeg, Edmonton-Calgary and Vancouver*.

Changes in all ten cities were quite moderate, ranging from a decline of 0.3 per cent in Montreal to an increase of 0.3 per cent in Winnipeg. Food indexes were lower in all cities except St. John's and Winnipeg, while the other commodities and services indexes rose in all cities except St. John's. Household operation indexes were generally higher while the shelter and clothing indexes showed more varied movements. In foods, sharp price decreases were general for eggs with lower prices also reported for bacon, lettuce, bananas and citrus fruits. Beef prices were up in most cities with tomatoes and potatoes also at higher levels. The pricing of 1958 model cars for the first time in December, compared with November prices of 1957 models, resulted in considerably higher automobile indexes in most cities. Toilet soap prices rose in nine of the ten regional cities.

Regional consumer price index point changes between November and December were as follows: Montreal -0.4 to 123.4; Toronto -0.3 to 126.1; Ottawa -0.2 to 124.2; Halifax -0.1 to 121.1; Saskatoon-Regina -0.1 to 120.1; Winnipeg +0.4 to 121.6; Vancouver +0.3 to 123.9; Edmonton-Calgary +0.1 to 120.0. St. John's and Saint John remained unchanged at 109.8 and 123.4 respectively.

Wholesale Prices, December 1957

Canada's general wholesale price index (1935-39=100) rose 0.8 per cent between November and December to 225.9 from 224.0, reversing the downward trend evident in the preceding four months. The index

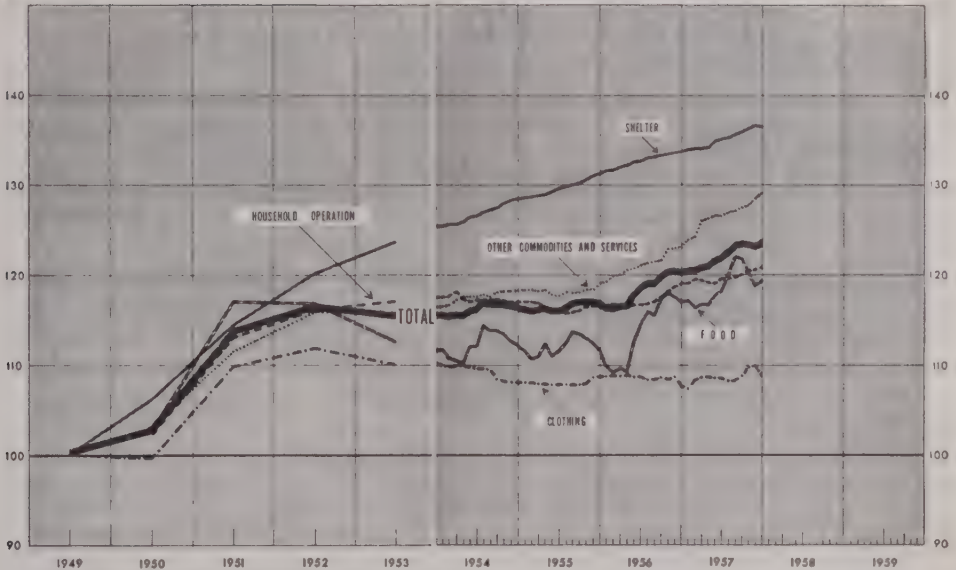
*See Table F-1 back of book.

*See Table F-2 at back of book.

CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



Yearly Averages

Monthly Indexes

is almost 1 per cent lower than it was a year earlier, whereas in the 12 months ending December 1956 it rose approximately 3 per cent.

Six of the eight component groups were higher in the month compared with the previous month, one was unchanged and one was slightly lower.

Animal products index registered the largest increase (2.3 per cent) as higher prices for livestock, beef hides, fresh and cured meats (with the exception of bacon) and butter in some centres counterbalanced lower prices for eggs, lard, tallow, calfskins and some leather items, moving the index to 235.8 from 230.5. Vegetable products index also rose, to 195.9 from 193.6. Wood products group index moved up to 299.6 from 297.3, non-metallic minerals index was up to 190.7 from 189.4, non-ferrous metals index rose to 169.3 from 168.4, and chemical products edged up to 182.9 from 182.5.

Textile products index was virtually unchanged at 234.0; iron and its products remained unchanged at 252.3.

The index of farm product prices at terminal markets rose 2.4 per cent from 205.6 to 210.6 in the four-week period December 27 to January 24. Strength was relatively greater in animal products as the index advanced 2.9 per cent from 255.6 to 263.0. Quotations were higher for most livestock items and eastern butterfat, while eggs and western fluid milk moved lower.

An increase of 1.6 per cent from 155.7 to 158.2 for field products reflected price increases for potatoes and hogs, eastern peas and wheat. Lower prices in the group were noted for rye and flax in the West and corn in the East.

Regional indexes were both higher; the eastern series moved up 2.9 per cent from 221.6 to 228.1, and that for the West 1.8 per cent from 189.6 to 193.1.

The residential building materials index (1935-39=100) changed from 288.6 to 288.5 between November and December. The non-residential index (1949=100) rose slightly from 130.0 to 130.4.

U.S. Consumer Price Index, December 1957

The United States consumer price index (1947-49=100) was unchanged at 121.6 between mid-November and mid-December. Increases in food, rents, medical care and many other items were offset by lower prices for new automobiles and declines in some clothing prices. The index for mid-December 1956 was 118.0.

U.K. Index of Retail Prices, November 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose six tenths of a point, from 107.1 to 107.7, between mid-October and mid-November 1957. It was the highest point reached since the revision of the index. One year earlier the index stood at 103.1.

STRIKES AND LOCKOUTS

December 1957*

During December, there were 18 work stoppages in existence which caused, during the month, a total time loss of 152,935 man-days. While the number of stoppages dropped considerably from last month (18 compared with 38), the time loss increased substantially: by more than 30,000 man-days.

The time loss caused by the work stoppage affecting the pulp and paper industry in British Columbia (122,430 man-days) accounted for more than three quarters of the total time loss during the month. This stoppage, which began in mid-November, had caused up to the end of December a total time loss of 189,210 man-days.

Of the five work stoppages involving 100 or more workers in existence during December, one only started during the month; it caused a time loss of 300 man-days only and lasted for one day. Three of the four stoppages involving one hundred or more workers that had started prior to December were still in existence at the end of the month.

The highest rate for time lost was found this month in manufacturing (Table 1) and

*Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1957 and 1956. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also indicated.

in British Columbia (Table 2), because of the strike involving employees in the pulp and paper industry of that province. On the other hand, time loss in other industries and provinces was low.

TABLE 1--DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY PROVINCES, DECEMBER 1957

Industries	No. of Strikes	No. of Workers	Time Loss
Manufacturing	10	6,130	126,240
Construction	2	24	190
Transportation	1	12	250
Mining	2	450	7,800
Trade	2	11	255
Fishing	1	700	18,200

TABLE 2--DISTRIBUTION OF NUMBER OF STRIKES, WORKERS INVOLVED, AND TIME LOSS, BY INDUSTRIES, DECEMBER 1957

Provinces	No. of Strikes	No. of Workers	Time Loss
Ontario	8	502	2,250
Quebec	3	73	1,635
British Columbia	4	6,293	141,025
Nova Scotia	2	309	7,725
Alberta	1	150	300

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during December 1957. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and also the industries in which they took place.

1957 Time Loss in U.K. Strikes Totals 8,400,000 Days

British workers lost more time through industrial disputes in 1957 than in any year since the general strike of 1926.

The United Kingdom Ministry of Labour announced last month that 8,400,000 working days were lost last year; in 1926 the number was 162,230,000.

Largest time loss resulted from the strike of 615,000 factory workers last March, which caused a time loss of about 4,000,000 working days. The shipbuilding strike the same month involved 165,000 workers and caused the loss of 2,150,000 working days.

The number of workers involved in stoppages last year was 1,359,000, about 851,000 more than the previous year. The 1956 stoppages totalled 2,648 and days lost 2,100,000.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 114

Alcoholism

1. TRICE, HARRISON M. *Alcoholism: Group Factors in Etiology and Therapy*. Ithaca, New York State School of Industrial and Labour Relations, Cornell University, 1957. Pp. 33-40.

A study of the problem drinker in industry.

2. TRICE, HARRISON M. *Identifying the Problem Drinker on the Job*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1957. Pp. 7.

The author lists the following means of identifying problem drinkers: absenteeism, unlikely excuses for absence, drinking behavior, rejection of associates, physical indications, work pace, personality traits.

Annual Reports

3. IRELAND (EIRE). LABOUR COURT. *Ninth Annual Report for the year 1955 made to the Government in Pursuance of Section 23 of the Industrial Relations Act, 1946*. Dublin, 1956. Pp. 25.

4. MANITOBA. CIVIL SERVICE SUPERANNUATION BOARD. *Seventeenth Annual Report for the Fiscal Year ending March 31st, 1956*. Winnipeg, 1956. Pp. 17.

5. MINNESOTA. DIVISION OF VOCATIONAL REHABILITATION. *Annual Report, 1955-1956*. St. Paul, 1956. Pp. 25.

6. NATIONAL JOINT INDUSTRIAL COUNCIL FOR THE FLOUR MILLING INDUSTRY. *Thirty-Seventh Annual Report, 1955-1956*. London, 1957. Pp. 62.

7. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Report for the Year ending March 31st, 1956*. Fredericton, 1956. Pp. 50.

8. NEWFOUNDLAND FEDERATION OF FISHERMEN. *Fourth Annual Report, November 1956*. St. John's, 1956? Pp. 84.

9. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year April 1, 1955 to March 31, 1956*. Halifax, Queen's Printer, 1956. Pp. 72.

10. SASKATCHEWAN. DEPARTMENT OF SOCIAL WELFARE AND REHABILITATION. *Annual Report for the Fiscal Year April 1, 1955 to March 31, 1956*. Regina, Queen's Printer, 1956. Pp. 100.

Automation

11. HUGH-JONES, EDWARD MAURICE, ed. *Automation in Theory and Practice; a Course of Lectures Organized by E. M. Hugh-Jones; (delivered in the new Bodleian Library, Oxford, Michaelmas term, 1955)*, Oxford, B. Blackwell, 1956. Pp. 140.

Published in the U.S. with title: *The Push-Button World; Automation Today*.

12. LILLEY, SAMUEL. *Automation and Social Progress*. London, Lawrence & Wishart, 1957. Pp. 224.

Describes automation in Great Britain, the U.S. and Russia.

Canada's Economic Prospects

The following three items were prepared as studies for the Royal Commission on Canada's Economic Prospects.

13. CANADA. DEPARTMENT OF FISHERIES. *The Commercial Fisheries of Canada*. Prepared by the Department of Fisheries of Canada and the Fisheries Research Board. Ottawa, Queen's Printer, 1957. Pp. 193.

Contents: Introduction; Historical Review. The Resources. The Products. Marketing and Prices. The Future Demand for Fishery Products. Prospects for Development.

14. DAVIS, JOHN. *The Canadian Chemical Industry*. Ottawa, 1957. Pp. 182.

"The purpose of this report is to provide factual information on the nature of the market for chemicals in Canada and to describe, in a general way, the changing structure and long-term outlook for the chemical industry in this country."

15. DRUMMOND, WILLIAM MALCOLM. *Progress and Prospects of Canadian Agriculture*, by W. M. Drummond and W. MacKenzie. Ottawa, Queen's Printer, 1957. Pp. 424.

Partial Contents: Recent Changes in the Structure of Canadian Agriculture. The Demand for Canadian Farm Products. Technology and Increased Output. Prospective Changes in the Structure of Canadian Agriculture, 1955-80. Farm Credit. Regional Studies. Trends in Marketing. Farm Incomes. Problems of Production and Income.

Discrimination in Employment

16. BECKER, GARY STANLEY. *The Economics of Discrimination*. Chicago, University of Chicago Press, 1957. Pp. 137.

The author shows that discrimination reduces the income of majority and minority groups and analyzes the results of discrimination in various fields.

17. NEW YORK (STATE) STATE COMMISSION AGAINST DISCRIMINATION. *Report of Progress, 1955*. New York, 1956? Pp. 103.

Economic Conditions

18. GREAT BRITAIN. COMMERCIAL RELATIONS AND EXPORTS DEPARTMENT. *New Zealand; Economic and Commercial Conditions in New Zealand*, by D. A. Bryan. February, 1956. London, H.M.S.O., 1956. Pp. 256.

19. KUTZNETS, SIMON SMITH, ed. *Population Redistribution and Economic Growth: United States, 1870-1950*. Prepared under the direction of Simon Kuznets and Dorothy Swaine Thomas. Volume 1. *Methodological Considerations and Reference Tables*, by Everett S. Lee (and others). Philadelphia, The American Philosophical Society, 1957. Pp. 759.

Shows the inter-relationship between population redistribution and economic growth.

Employees' Benefit Plans

20. COMMERCE CLEARING HOUSE. *Pension and Profit-Sharing Plans and Clauses*. Chicago, 1957. Pp. 445.

This book consists of full texts and excerpts from pension and profit-sharing plans in the U.S.

21. DURHAM, WILLIAM. *Industrial Pension Schemes*. London, Industrial Welfare Society, 1956. Pp. 65.

An analysis of more than two hundred British pension schemes.

22. SLAVICK, FRED. *Distribution of Medical Care Costs and Benefits under Four Collectively Bargained Insurance Plans*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1956. Pp. 39.

"In this study an attempt has been made to analyze in some detail the degree of coverage of medical care expenses provided by four specific collectively bargained plans which operate in a diversified industrial community in upstate New York."

23. U.S. INTERNAL REVENUE SERVICE. *Regulations relating to Employee Pension, Annuity, Profit-Sharing, and Stock Bonus Plans*. Treasury Decision No. 6203. Part 1 of Title 26 (1954), Code of Federal Regulations. Washington, G.P.O., 1956. Pp. 64.

Employment Management

24. POWELL, NORMAN JOHN. *Personnel Administration in Government*. Englewood Cliffs, N.J., Prentice-Hall, 1956. Pp. 548.

Partial Contents: Groundwork of Personnel Ideas and Processes in Government. Personnel Administration in the Context of Administrative Responsibility. Merit and Politics in the Personnel System. Ethical Conduct in Public Service. Recruiting. Selection: Procedures and Attributes. Employee Relations in Public Service: Significance and Basic Ideas. Position Classification. Pay

Rates and Plans. Career Service Development. Communications. Training as a Case Study in Communications. Public Administration as Science and Art.

25. SPIEGEL, WILLIAM ROBERT. *Personnel Practices in Departmental Stores*, by William R. Spiegel and E. Lanham. Austin, Bureau of Business Research, University of Texas, 1956. Pp. 67.

Based on a survey of 98 stores conducted in 1954. Contents: The Survey Procedure. Organization of the Personnel Function. The Employment Procedure. Training. Wage and Salary Administration. Employee Benefits. Employee Representation.

Industrial Relations

26. BELLA, SALVATORE J. *The National War Labor Board: a View against the Background of Grievance Disputes*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1957. Pp. 416-435.

The National War Labor Board was set up to minimize or eliminate labor disputes which threatened to hold up production of war materials. The Board brought 95% of 17,650 cases to a successful conclusion. The author examines some of the reasons for the Board's success.

27. CONFERENCE ON HUMAN RELATIONS IN INDUSTRY, ROME, 1956. *Human Relations in Industry; Rome Conference (January-February 1956)*. Papers presented at the Conference. Project No. 312. Paris, European Productivity Agency of the Organization for European Economic Co-operation, 1956. Pp. 247.

Contents: 1. Taking of Decisions and Communications. 2. Centralization and Decentralization. 3. Consultation with the Workers. 4. Role of the Employers' and Workers' Organizations. 5. Status and Functions of the Personnel Department. 6. Day-to-day Personnel Administration (Training and Information). 7. Day-to-day Personnel Administration (Penalties, Promotion, Remuneration). 8. Mechanization and Rationalization of Work. 9. Function and Training of Foremen and Supervisors.

28. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Codetermination in the German Steel Industry; a Report of Experience*, by W. Michael Blumenthal. Princeton, 1956. Pp. 116.

This report is based primarily on an intensive investigation in ten German steel companies during 1953 and 1954. Co-determination implies equal power for Labour and Management to determine all company decisions.

Labour Organization

29. BULL, EDVARD. *The Norwegian Trade Union Movement*. Brussels, International Confederation of Free Trade Unions, 1956. Pp. 140.

Describes history of the Norwegian trade union movement and its activities.

30. CAREY, JAMES BARRON. *Labor's Decisive Decade*. Washington, Industrial Union Department, AFL-CIO., 1956. Pp. 15.

The author outlines his views about Labour's obligations at the present time. He concludes: "Our biggest job is to be the conscience of American life, but not to be bound down by lifeless blueprints or pet theories."

31. GOLDBERG, ARTHUR JOSEPH. *AFL-CIO: Labor United*. New York, McGraw-Hill, 1956. Pp. 319.

The author is general counsel of the United Steelworkers of America and is also general counsel of the Industrial Union Department, AFL-CIO. Prior to the merger of the AF of L and the CIO, he was general counsel of the CIO.

"...The book is a personal and unofficial discussion and analysis of the problems, past and future, in the bringing about, and in the functioning, of labor unity."

32. REDER, MELVIN WARREN. *Labor in a Growing Economy*. New York, Wiley, 1957. Pp. 534.

Partial Contents: The Labor Force and American Economic Development. The Growth of American Unionism. The Structure and Government of Unions. The Process of Collective Bargaining. Labor Unions and the Law. The Taft-Hartley (Labor-Management Relations) Act of 1947. Government and Strike Control. The Wage Earner and the Supply of Labor. The Labor Market and the Union. Wage Differentials: the Structure of Wages in the United States. Wage Setting within the Firm. Job Evaluation and Incentive Systems. The Government as Wage Setter.

33. TAFT, PHILIP. *The A.F. of L. in the time of Gompers*. 1st ed. New York, Harper, 1957. Pp. 508.

Samuel Gompers was president of the A.F. of L. from its formation in 1886 till his death in December 1924, except for the period from December 1894 to December 1895. This book presents a detailed study of the A.F. of L. during Mr. Gompers' term of office.

34. WILENSKY, HAROLD L. *Intellectuals in Labor Unions; Organizational Pressures on Professional Roles*. Glencoe, Ill., Free Press, 1956. Pp. 336.

"This is a study of the relation of the 'man of knowledge' to the 'man of power' in the national headquarters of the American trade union—an appraisal of the functions, influence and role orientations of organized Labor's hired brain." The "intellectuals" referred to in the title have a variety of titles: legal counsel, research and education director, statistician, editor, publicity director, engineer, pension and insurance expert, community relations man, and legislative representative.

Labour Supply

35. INMAN, P. *Labor in the Munitions Industries*. London, H.M.S.O. and Longmans Green, 1957. Pp. 461.

This volume is in the series, History of the Second World War; United Kingdom Civil Series: War Production Series.

Partial Contents: The Shortage of Skilled Engineers, 1936-May 1940. Dilution and the Redistribution of Skilled Engineering Labour, 1940-45. Shipbuilding Labour, I: The Reserves of Skilled Labour and Labour Transfers. II: Dilution and the Supply of Unskilled Labour. Unskilled Labour for Heavy Work. Unskilled and Women Workers. Personnel Management and Absence from Work. Hours of Work. Wages. Morale and Industrial Relations.

36. PARKER, H. M. D. *Manpower; a Study of Wartime Policy and Administration*. London, H.M.S.O. and Longmans Green, 1957. Pp. 535.

This volume is in the series, History of the Second World War; United Kingdom Civil Series.

Describes the mobilization of the civilian population in Great Britain in World War II and the ways in which people were allocated between the Armed Forces, Civil Defence and industry. Accounts how policy was evolved and developed.

Productivity

37. KENDRICK, JOHN W. *Productivity Trends: Capital and Labor*. New York, National Bureau of Economic Research, 1956. Pp. 23.

"This paper is a summary account of productivity trends since the turn of the century in the American economy, by major segments and industries."

38. RAUSHENBUSH, HILMAR STEPHEN. *Productivity and Employment, 1955-1956*. Washington, Public Affairs Institute, 1956. Pp. 63.

Partial Contents: Past and Future Labor Supply. Productivity and Employment. Growth in the Service Occupations. Recent Growth in Manufacturing. Labor Displacement and Labor Costs. Construction, Railroads and Extractive Industries. Re-arrangement of Working Time.

Unemployment

39. GORDON, MARGARET S. *Unemployment Insurance*, by Margaret S. Gordon and Ralph W. Amerson. Berkeley, Institute of Industrial Relations, University of California, 1957. Pp. 87.

Partial Contents: The Federal-State System of Unemployment Insurance. Coverage. Eligibility for Benefits. Availability for Work. Benefits and their Duration. Unemployment Insurance Financing. Supplemental Unemployment Benefits. Unresolved Issues.

40. UNIVERSITIES-NATIONAL BUREAU COMMITTEE FOR ECONOMIC RESEARCH. *The Measurement and Behavior of Unemployment; a Conference of the Universities-National Bureau Committee for Economic Research*. Princeton, Princeton University Press, 1957. Pp. 605.

Partial Contents: The Meaning and Measurement of Full Employment, by Albert Rees. Current Unemployment Statistics of the Census Bureau and Some Alternatives, by Gertrude Bancroft. The Meaning and

Measurement of Partial and Disguised Unemployment, by Louis J. Ducoff and Margaret J. Hagood. The Secondary Labor Force and the Measurement of Unemployment, by Richard C. Wilcock. Annual Estimates of Unemployment in the United States, 1900-1950, by Stanley Lebergott. Differential Unemployment and Characteristics of the Unemployed in the United States, 1940-1954, by Philip M. Hauser. Unemployment by Industry—Some Comments on its Measurement and Behavior, by David L. Kaplan. Labor Force Materials for the Study of Unemployment in the Soviet Union, by Warren N. Eason. International Comparison of Unemployment Rates, by Walter Galenson, and Arnold Zellner.

Women

41. BRUSSELS. UNIVERSITÉ LIBRE. INSTITUT DE SOCIOLOGIE SOLVAY. SEMAINE SOCIALE UNIVERSITAIRE. 25TH, 1955. *La condition sociale de la femme. XXVe Semaine sociale universitaire du 17 au 22 octobre 1955.* Bruxelles, 1956. Pp. 351.

Partial Contents: La femme au travail, la femme au foyer. Femmes sans profession. La femme dans la législation sociale. Le comportement politique des femmes dans les pays de l'Europe occidentale. La femme dans les organisations sociales et syndicales chrétiennes. Les associations féminines. La femme à l'usine. Le travail féminin dans les grandes entreprises.

42. U.S. WOMEN'S BUREAU. *The Legal Status of Women in the United States of America; United States Summary as of January 1, 1953.* Rev. ed. Washington, G.P.O., 1956. Pp. 103.

This report gives a picture of women's rights under Federal and State law in the U.S.

Miscellaneous

43. AMERICAN MANAGEMENT ASSOCIATION. *Control of Non-Manufacturing Costs.* New York, 1957. Pp. 142.

Outlines the means used by some companies to keep expenses down.

44. CANADA. DEPARTMENT OF LABOUR. *A Modern Concept of Apprenticeship; the Story of Apprenticeship in Alberta.* Prepared by the Information Branch for the Vocational Training Branch. Ottawa, Queen's Printer, 1957. Pp. 31.

Partial Contents: Alberta Apprenticeship Program. Trades designated under the Act. Motor Vehicle Repair Trades.

45. CANADIAN CONFERENCE ON SOCIAL WORK. *Fifteenth Biennial Meeting, Edmonton, June 18-22, 1956.* Ottawa, 1956. Pp. 164.

46. COLE, GEORGE DOUGLAS HOWARD. *The Second International, 1889-1914.* London, Macmillan, 1956. 2 Volumes (Pp. 1043).

Besides telling the story of the Second International this book describes the rise of socialist movements in various countries.

47. HAYLE, PETER, pseud. *Industry and Press Relations; a Guide to the Handling of Editorial Publicity in National and Local Newspapers, for Industrial Management, Employers' Federations, Trade Unions and Technical Organizations.* London, Staples Press, 1957. Pp. 142.

The author, who is a leading industrial journalist in Great Britain, explains how to handle publicity, how to establish and maintain satisfactory relations with the newspapers, and how to improve these relations.

48. HEWES, AMY. *Early Experiments in Workers' Education.* New York, American Labor Education Service, 1956. Pp. 10.

49. INTERNATIONAL LABOUR OFFICE. *First International Report on the Prevention and Suppression of Dust in Mining, Tunnelling and Quarrying, 1952-1954.* Geneva, 1957. Pp. 374.

This report is based mainly on reports of 17 governments which replied to a questionnaire submitted by the ILO, plus some information derived from other sources.

50. INTERNATIONAL LABOUR OFFICE. *Memorandum on the 40th Session of the International Labour Conference (Geneva, 1957).* Geneva, 1956. Pp. 11.

51. MINER, JOHN B. *Intelligence in the United States; a Survey—with Conclusions for Manpower Utilization in Education and Employment.* New York, Springer Publishing Co., 1957 (1956). Pp. 180.

This book reports the results of a survey conducted during August and September 1953 among 1,500 people by Public Opinion Surveys, Inc. (the Gallup Poll) of Princeton, New Jersey. Each interviewer administered the Tompkins-Horn Picture Arrangement Test, a vocabulary test and a number of background questions. The author studies the significance of the intelligence score of the 1,500 people in relation to education, sex, marital status, age, race, occupation, geographical area, class identification and city size.

52. ORGANIZATION FOR EUROPEAN ECONOMIC COOPERATION. *Les problèmes de la construction d'hiver; techniques observées en Suède et au Danemark.* Rapport de la Mission d'assistance technique no. 70. Paris, 1953. Pp. 118.

It has been shown in Sweden and Denmark that it is possible to carry on winter construction without excessive costs.

53. SHARTLE, CARROLL LEONARD. *Executive Performance and Leadership.* Englewood Cliffs, N.J., Prentice-Hall, 1956. Pp. 302.

Partial Contents: The Problem of Executive Leadership. Executive Duties and Patterns. Leadership Performance. Executive Effectiveness. Administrative Motivations. Organizational Therapy. Selecting Experienced Executives. Executive Development. The Experimental Executive.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1. —REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 16, 1957

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,990	114	451	1,690	2,204	1,032	499
Agricultural.....	707	*	65	149	180	292	19
Non-Agricultural.....	5,283	112	386	1,541	2,024	740	480
Males.....	4,513	93	345	1,292	1,612	797	374
Agricultural.....	668	*	62	147	168	272	17
Non-Agricultural.....	3,845	91	283	1,145	1,444	525	357
Females.....	1,477	21	106	398	592	235	125
Agricultural.....	39	*	*	*	12	20	*
Non-Agricultural.....	1,438	21	103	396	580	215	123
All Ages.....	5,990	114	451	1,690	2,204	1,032	499
14—19 years.....	568	17	42	197	183	94	35
20—24 years.....	748	17	58	242	252	129	50
25—44 years.....	2,768	51	200	776	1,025	477	239
45—64 years.....	1,665	26	129	422	644	290	154
65 years and over.....	241	*	22	53	100	42	21
<i>Persons with Jobs</i>							
All status groups.....	5,698	103	417	1,588	2,124	999	467
Males.....	4,259	83	313	1,201	1,547	769	346
Females.....	1,439	20	104	387	577	230	121
Agricultural.....	693	*	61	145	178	289	18
Non-Agricultural.....	5,005	101	356	1,443	1,946	710	449
Paid Workers.....	4,544	87	327	1,301	1,788	643	398
Males.....	3,246	70	237	948	1,258	444	289
Females.....	1,298	17	80	353	530	199	109
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	292	11	34	102	80	33	32
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,143	153	452	1,468	1,663	916	491
Males.....	1,021	45	100	263	300	199	114
Females.....	4,122	108	352	1,205	1,363	717	377

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimate in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended November 16, 1957		Week Ended October 19, 1957		Week Ended November 17, 1956	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	317	301	228	215	144	135
Without Jobs.....	292	279	208	197	135	127
Under 1 month.....	127	—	87	—	72	—
1— 3 months.....	113	—	82	—	46	—
4— 6 months.....	31	—	24	—	*	—
7—12 months.....	13	—	10	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	25	22	20	18	*	*
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	19	17	14	13	*	*

⁽¹⁾ To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males ⁽²⁾
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1956 First Nine Months.....	2,299	21,214	61,205	12,861	12,430	110,009	61,381
1957 First Nine Months.....	4,425	47,005	126,737	32,680	33,419	244,266	138,221

⁽¹⁾ Total includes 3,883 whose destination is not specified.⁽²⁾ Note that this column has been corrected. In previous issues this column was headed "Adult Males", but the figures for 1955 and 1956 totals were males of all ages.**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,086	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1956 First Nine Months.....	7,373	6,743	1,551	2,642	8,975	6,011	1,037	20,246	8,150	298	63,026
1957 First Nine Months.....	14,882	14,831	4,920	5,850	14,034	9,897	2,375	50,055	18,253	578	135,675

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1949 Average	49	214	47	169	147	21	647
1950 Average	55	231	47	180	156	24	693
1951 Average	72	272	52	208	178	28	840
1952 Average	76	303	63	233	190	32	906
1953 Average	73	329	70	252	217	35	976
1954 Average	73	323	69	261	239	35	1,000
1955 Average	77	342	78	278	256	37	1,068
1956 Average	87	379	93	307	283	41	1,190
1956—November	98	397	101	325	300	44	1,265
December	96	397	90	327	295	43	1,248
1957—January	87	384	76	310	298	42	1,197
February	85	380	74	316	299	42	1,205
March	77	393	73	317	302	43	1,205
April	72	393	83	324	303	43	1,218
May	85	397	97	334	313	44	1,270
June	96	405	110	343	323	45	1,322
July	101	402	109	347	308	45	1,312
August	104	403	110	347	325	46	1,335
September	103	404	114	347	331	46	1,345
October	97 R	401	116	345 R	330 R	46	1,335 R
November	89 P	397 P	105 P	345 P	332 P	45 P	1,313 P

R—revised; P—preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At November 1, employers in the principal non-agricultural industries reported a total employment of 2,838,446.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8	65.44
Feb. 1.....	118.6	184.7	155.2	66.66	115.1	182.0	157.3	69.17
Mar. 1.....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1.....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1.....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1.....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1.....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1.....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1.....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1.....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1.....	125.3	201.4	160.2	68.81	116.2	188.4	161.1	70.84

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1957	Oct. 1 1957	Nov. 1 1956	Nov. 1 1957	Oct. 1 1957	Nov. 1 1956
(a) Provinces						
Newfoundland	138.7	142.2	151.2	61.30	62.12	59.88
Prince Edward Island	124.9	127.4	126.6	49.09	52.24	48.48
Nova Scotia	100.8	102.0	105.7	56.79	57.27	52.84
New Brunswick	103.6	106.1	112.8	58.37	57.99	56.86
Quebec	126.0	126.9	126.5	65.86	65.76	63.80
Ontario	125.6	126.3	126.0	71.82	71.47	68.63
Manitoba	113.9	115.4	112.2	64.71	65.14	62.10
Saskatchewan	132.5	134.7	128.7	66.00	66.31	63.56
Alberta (including Northwest Territories)	154.7	160.6	155.6	69.78	70.48	69.86
British Columbia (including Yukon)	126.2	132.1	127.6	74.65	75.62	72.02
Canada	125.3	126.9	126.2	69.81	69.84	66.24
(b) Metropolitan Areas						
St. John's	131.3	132.5	132.1	49.53	50.54	48.43
Sydney	93.1	95.6	92.2	73.52	71.93	62.87
Halifax	117.3	116.3	119.5	54.13	56.01	51.45
Saint John	95.7	92.9	96.6	52.04	52.88	50.70
Quebec	113.7	115.8	115.9	57.40	58.16	55.31
Sherbrooke	106.6	105.9	112.8	55.77	56.00	56.13
Three Rivers	118.5	121.6	125.4	63.28	64.05	61.59
Drummondville	76.2	75.7	74.8	57.82	58.58	56.86
Montreal	127.1	127.8	125.1	66.81	66.68	64.62
Ottawa—Hull	122.8	122.2	123.5	62.10	62.71	59.71
Peterborough	103.9	104.5	110.8	75.48	74.54	72.40
Oshawa	172.3	130.4	174.5	86.09	77.53	79.62
Niagara Falls	123.3	140.3	135.4	76.85	72.62	73.26
St. Catharines	121.6	125.4	131.4	78.42	77.96	76.84
Toronto	133.3	133.4	132.0	71.51	71.51	69.38
Hamilton	115.0	115.4	116.6	75.56	75.00	72.31
Brantford	87.3	85.5	83.9	64.28	64.11	62.29
Galt	114.6	114.6	111.7	60.89	60.73	60.68
Kitchener	118.6	118.0	119.3	64.33	64.94	63.17
Sudbury	145.6	144.6	144.9	85.11	84.65	79.31
London	122.0	121.9	122.0	64.28	65.00	62.40
Sarnia	139.2	143.4	139.8	86.06	90.11	80.75
Windsor	91.3	87.2	105.9	76.28	75.03	69.58
Sault Ste. Marie	138.0	140.5	134.7	85.65	87.13	86.82
Ft. William—Pt. Arthur	125.3	126.0	115.6	71.91	72.10	68.41
Winnipeg	110.5	111.0	110.1	61.33	61.69	58.91
Regina	129.5	129.1	123.9	63.06	64.05	59.74
Saskatoon	137.1	136.2	126.9	60.80	61.40	57.69
Edmonton	187.2	188.7	186.8	66.14	67.37	66.60
Calgary	159.8	164.3	160.5	65.64	66.52	63.23
Vancouver	121.0	125.1	122.4	72.09	72.86	69.22
Victoria	123.7	127.2	123.4	66.34	66.82	61.90

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY
WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1957	Oct. 1 1957	Nov. 1 1956	Nov. 1 1957	Oct. 1 1957	Nov. 1 1956
Mining	129.0	130.0	126.9	85.75	85.39	79.53
Metal mining.....	139.1	139.1	131.7	88.87	88.21	82.04
Gold.....	76.9	77.5	75.2	73.69	71.68	71.23
Other metal.....	197.1	196.7	184.0	94.40	94.28	86.13
Fuels.....	110.0	111.0	113.0	84.69	84.15	78.08
Coal.....	60.8	60.8	67.2	70.28	68.29	62.17
Oil and natural gas.....	289.6	294.0	281.7	95.73	96.10	92.05
Non-metal.....	140.4	146.1	147.8	74.20	76.09	72.71
Manufacturing	116.2	118.1	118.6	70.84	70.29	68.53
Food and beverages.....	116.8	127.9	117.5	61.54	60.08	58.68
Meat products.....	128.7	128.2	126.6	72.69	71.26	69.85
Canned and preserved fruits and vegetables.....	123.6	223.4	137.9	48.97	47.91	44.70
Grain mill products.....	106.2	105.5	102.0	68.36	68.44	65.41
Bread and other bakery products.....	110.4	110.4	110.2	60.62	61.32	57.68
Biscuits and crackers.....	99.8	102.5	100.3	53.39	53.26	50.14
Distilled and malt liquors.....	115.7	111.4	119.6	78.76	79.59	74.67
Tobacco and tobacco products.....	85.7	88.0	81.6	66.47	66.61	64.43
Rubber products.....	109.9	109.6	118.5	71.96	72.06	71.45
Leather products.....	87.1	89.2	88.0	47.64	48.32	46.73
Boots and shoes (except rubber).....	89.8	93.0	89.5	44.37	45.67	44.21
Textile products (except clothing).....	81.3	83.3	87.2	57.40	56.82	55.11
Cotton yarn and broad woven goods.....	77.4	82.5	89.9	53.34	52.97	53.25
Woollen goods.....	66.6	69.3	74.6	53.63	53.33	52.39
Synthetic textiles and silk.....	84.2	84.0	82.5	64.42	63.57	62.05
Clothing (textile and fur).....	94.8	96.3	94.8	44.61	43.61	45.19
Men's clothing.....	99.1	101.1	102.2	43.78	42.36	44.09
Women's clothing.....	95.3	98.0	94.7	45.07	43.55	45.98
Knit goods.....	82.0	82.1	80.2	44.77	44.94	45.09
Wood products.....	106.3	110.1	113.2	60.95	62.24	59.82
Saw and planing mills.....	105.1	110.9	114.8	62.42	64.00	61.38
Furniture.....	116.3	115.5	116.5	60.06	60.90	58.76
Other wood products.....	92.6	96.0	100.3	55.26	55.77	54.00
Paper products.....	125.4	127.6	126.4	82.37	83.56	80.93
Pulp and paper mills.....	125.4	128.6	128.7	88.34	89.79	87.01
Other paper products.....	125.2	125.1	120.5	67.51	67.62	65.09
Printing, publishing and allied industries.....	121.4	120.6	117.5	75.41	75.60	73.41
Iron and steel products.....	111.2	112.4	114.3	79.84	79.74	77.79
Agricultural implements.....	53.8	50.4	45.0	77.83	77.48	74.02
Fabricated and structural steel.....	178.9	183.2	165.6	80.95	81.86	77.70
Hardware and tools.....	96.3	96.4	105.3	72.39	72.81	70.78
Heating and cooking appliances.....	103.8	103.7	109.4	69.66	70.40	67.56
Iron castings.....	104.8	103.7	108.9	76.26	77.09	74.17
Machinery mfg.....	121.9	123.8	128.3	75.98	76.08	76.07
Primary iron and steel.....	119.4	122.7	126.1	93.53	91.61	88.98
Sheet metal products.....	108.6	111.8	116.5	76.26	76.67	74.20
Transportation equipment.....	138.7	131.4	143.3	79.48	78.42	76.48
Aircraft and parts.....	397.3	400.0	356.4	92.76	82.41	82.31
Motor vehicles.....	118.8	92.2	136.5	90.11	82.68	79.57
Motor vehicle parts and accessories.....	106.8	102.8	123.2	76.67	76.35	76.58
Railroad and rolling stock equipment.....	88.5	87.6	94.1	71.54	72.89	68.98
Shipbuilding and repairing.....	151.3	150.9	149.3	72.76	76.39	74.01
Non-ferrous metal products.....	133.9	136.1	136.1	82.19	80.23	77.05
Aluminum products.....	137.5	139.8	142.9	77.63	77.14	72.83
Brass and copper products.....	106.7	109.2	110.3	76.57	76.24	71.76
Smelting and refining.....	163.1	165.6	162.0	89.07	86.10	83.33
Electrical apparatus and supplies.....	149.7	151.7	159.5	75.96	76.02	74.50
Non-metallic mineral products.....	136.4	138.3	137.7	74.51	74.53	71.24
Clay products.....	107.4	108.7	116.2	69.63	69.70	66.54
Glass and glass products.....	134.2	129.8	134.6	71.20	69.79	67.63
Products of petroleum and coal.....	137.5	141.6	135.4	103.19	102.70	93.72
Chemical products.....	136.1	136.4	129.0	80.91	80.52	75.40
Medicinal and pharmaceutical preparations.....	120.0	118.6	117.6	71.48	71.29	68.37
Acids, alkalis and salts.....	151.9	153.1	136.3	91.89	91.33	85.55
Miscellaneous manufacturing industries.....	116.3	116.5	114.9	60.86	60.73	58.14
Construction	148.5	153.5	151.5	74.24	76.87	72.12
Building and general engineering.....	155.9	160.6	162.3	81.07	83.87	78.14
Building.....	155.6	161.0	168.7	78.76	81.52	77.44
Engineering work.....	156.8	158.8	134.2	90.60	93.78	81.95
Highways, bridges and streets.....	136.8	142.2	134.1	61.80	64.26	60.44
Service	132.1	136.3	127.8	46.63	46.15	43.82
Hotels and restaurants.....	123.9	130.7	122.5	38.33	37.88	36.85
Laundries and dry cleaning plants.....	115.6	115.8	112.8	42.53	42.58	39.75
Other service.....	179.4	181.0	165.5	67.94	67.72	64.21
Industrial composite	125.3	126.9	126.2	68.81	68.84	66.24

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1957	Oct. 1, 1957	Nov. 1, 1956	Nov. 1, 1957	Oct. 1, 1957	Nov. 1, 1956
Newfoundland	38.8	42.2	41.2	159.0	154.7	148.5
Nova Scotia	40.2	41.6	40.9	143.7	145.4	132.8
New Brunswick	40.7	41.3	42.5	146.3	142.7	138.4
Quebec	41.2	41.4	43.0	146.4	145.8	139.5
Ontario	40.3	40.6	41.2	171.8	167.6	162.9
Manitoba	39.9	40.1	41.1	152.7	150.7	146.2
Saskatchewan	40.1	39.4	40.1	169.4	169.3	157.3
Alberta (1)	39.8	39.6	41.1	170.0	167.9	158.0
British Columbia (2)	37.4	38.2	38.7	194.9	191.9	184.2

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* Dominion Bureau of Statistics.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1 1957	Oct. 1 1957	Nov. 1 1956	Nov. 1 1957	Oct. 1 1957	Nov. 1 1956	Nov. 1 1957	Oct. 1 1957	Nov. 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.8	43.0	42.5	189.9	189.5	177.3	81.28	81.49	75.35
Metal mining.....	43.4	43.3	42.6	197.2	196.9	185.3	85.58	85.26	78.94
Gold.....	43.5	42.6	43.1	157.6	157.7	155.8	68.66	67.18	67.15
Other metal.....	43.3	43.6	42.4	212.6	211.8	197.2	92.06	93.34	83.61
Fuels.....	41.2	41.3	41.6	181.4	182.0	167.7	74.74	75.17	69.76
Coal.....	40.9	40.5	40.5	165.8	164.8	149.9	67.81	66.74	60.71
Oil and natural gas.....	41.8	42.8	43.7	208.7	210.4	198.9	87.24	90.05	86.92
Non-metal.....	42.5	44.0	43.7	169.6	169.2	161.0	72.08	74.45	70.36
Manufacturing.....	40.3	40.7	41.6	162.7	160.5	154.7	65.57	65.32	64.36
Food and beverages.....	40.3	41.0	41.3	139.4	133.7	130.6	56.18	54.82	53.94
Meat products.....	40.5	40.1	41.0	169.8	168.2	163.3	68.77	67.45	66.95
Canned and preserved fruits and vegetables.....	37.9	42.6	38.8	110.3	103.5	101.2	41.80	44.09	39.27
Grain mill products.....	42.2	42.5	43.3	153.0	152.8	143.1	64.57	64.94	61.96
Bread and other bakery products.....	42.7	42.8	42.8	127.6	128.8	121.7	54.49	55.13	52.09
Distilled and malt liquors.....	39.3	40.2	41.2	183.6	183.1	167.4	72.15	73.61	68.97
Tobacco and tobacco products.....	39.0	39.2	40.1	156.3	155.2	148.7	60.96	60.84	59.63
Rubber products.....	40.8	40.7	42.4	167.0	166.8	161.6	68.14	67.89	68.52
Leather products.....	38.3	39.6	40.3	112.6	111.8	106.8	43.13	44.27	43.04
Boots and shoes (except rubber).....	37.0	39.0	39.5	108.5	107.6	103.4	40.15	41.96	40.84
Textile products (except clothing).....	41.8	41.8	42.9	123.4	122.7	117.7	51.58	51.29	50.49
Cotton yarn and broad woven goods.....	39.9	39.7	41.3	121.7	122.0	120.1	48.56	48.43	49.60
Woolen goods.....	41.6	42.1	43.6	116.1	114.9	109.4	48.30	48.37	47.70
Synthetic textiles and silk.....	44.0	44.3	45.3	132.8	130.3	125.2	58.43	57.72	56.72
Clothing (textile and fur).....	37.6	36.8	39.7	105.7	105.2	103.2	39.74	38.71	40.97
Men's clothing.....	36.9	35.7	39.2	107.7	106.0	103.0	39.74	37.84	40.38
Women's clothing.....	35.3	33.6	37.5	110.5	111.6	110.2	39.01	37.50	41.33
Knit goods.....	39.8	40.4	41.7	101.4	101.2	99.3	40.36	40.88	41.41
*Wood products.....	40.7	41.7	42.3	143.0	143.2	136.1	58.20	59.71	57.57
Saw and planing mills.....	39.6	40.7	41.2	153.0	153.0	145.0	60.59	62.27	59.74
Furniture.....	42.9	43.8	44.8	130.7	130.6	125.0	56.07	57.20	56.00
Other wood products.....	41.2	42.4	43.2	124.2	123.4	116.9	51.17	52.32	50.50
Paper products.....	40.8	41.6	42.3	188.8	189.2	181.1	77.03	78.71	76.61
Pulp and paper mills.....	40.5	41.6	42.3	204.2	204.1	194.8	82.70	84.91	82.40
Other paper products.....	41.5	41.8	42.3	146.8	146.6	140.1	60.92	61.28	59.26
Printing, publishing and allied industries.....	39.8	40.2	40.6	190.0	190.1	182.5	75.62	76.42	74.10
*Iron and steel products.....	40.8	41.1	42.5	186.7	185.6	177.1	76.17	76.28	75.27
Agricultural implements.....	39.2	39.6	40.9	181.5	177.3	166.8	71.15	70.21	68.22
Fabricated and structural steel.....	41.4	42.1	40.7	182.7	183.4	176.3	75.64	77.21	71.75
Hardware and tools.....	40.6	41.1	42.4	165.7	165.7	158.3	67.27	68.10	67.12
Heating and cooking appliances.....	41.3	42.3	43.8	159.5	159.4	149.2	65.87	67.43	65.35
Iron castings.....	40.4	41.1	42.5	176.9	176.7	169.9	72.56	73.86	72.21
Machinery manufacturing.....	41.5	41.8	44.2	173.9	173.3	167.3	72.17	72.44	73.95
Primary iron and steel.....	40.8	40.4	42.1	221.7	218.9	206.3	90.45	88.44	86.85
Sheet metal products.....	40.3	40.9	41.6	178.5	178.3	168.4	71.94	72.92	70.05
*Transportation equipment.....	39.8	40.0	40.6	188.0	182.9	178.5	74.82	73.16	72.47
Aircraft and parts.....	40.4	41.2	42.6	188.4	183.4	181.9	76.11	75.56	77.49
Motor vehicles.....	40.4	35.5	37.8	200.2	201.6	193.0	84.52	71.57	72.95
Motor vehicle parts and accessories.....	39.0	38.9	40.7	184.4	183.1	180.0	71.92	71.23	73.26
Railroad and rolling stock equipment.....	39.2	40.1	39.7	178.7	178.5	170.9	70.05	71.58	67.85
Shipbuilding and repairing.....	39.2	42.3	43.1	152.2	178.8	171.2	71.42	75.83	73.79
*Non-ferrous metal products.....	40.9	40.6	41.3	189.7	176.4	175.4	77.59	75.68	72.44
Aluminum products.....	41.9	41.9	41.5	159.0	159.0	149.5	66.62	66.62	62.04
Brass and copper products.....	41.2	41.7	41.7	175.6	173.2	161.6	72.35	72.22	67.39
Smelting and refining.....	40.6	40.0	41.1	108.4	204.1	192.1	84.61	81.64	78.95
*Electrical apparatus and supplies.....	40.3	40.8	41.7	166.9	166.8	161.9	67.66	67.05	67.51
Heavy electrical machinery and equipment.....	40.4	40.7	42.0	188.4	187.2	180.2	76.11	76.19	75.68
Radios and radio parts.....	38.9	40.5	40.5	146.2	145.6	137.5	56.87	58.97	55.69
Batteries.....	41.7	42.3	41.6	166.1	164.1	158.1	69.26	69.41	65.77
Refrigerators, vacuum cleaners and appliances.....	39.5	40.4	40.3	171.4	172.1	170.5	67.19	69.53	68.71
Miscellaneous electrical products.....	41.0	40.5	42.6	154.0	154.6	152.6	63.14	62.61	65.01
Wire and cable.....	42.3	42.9	42.5	182.5	185.1	176.7	77.20	79.41	75.10
*Non-metallic mineral products.....	43.2	43.7	44.0	163.2	162.0	154.8	70.50	70.79	68.11
Clay products.....	42.7	43.0	43.8	152.1	151.6	144.6	64.95	65.19	63.33
Glass and glass products.....	42.0	41.9	42.5	160.5	157.2	153.1	67.41	65.87	65.07
Products of petroleum and coal.....	41.4	41.5	39.6	227.2	225.1	208.9	94.06	93.42	82.72
Chemical products.....	40.8	40.9	41.2	176.6	175.8	162.4	72.05	71.90	66.91
Medicinal and pharmaceutical preparations.....	41.3	40.9	41.4	135.8	135.9	131.1	56.09	55.58	54.28
Acids, alkalis and salts.....	41.4	41.4	41.5	204.5	204.6	189.1	84.66	84.70	78.43
Miscellaneous manufacturing industries.....	40.9	41.3	42.3	131.3	130.5	122.9	53.70	53.90	51.99
*Durable goods.....	40.6	41.0	41.8	176.6	174.1	167.2	71.70	71.38	69.89
Non-durable goods.....	40.0	40.3	41.3	148.1	146.8	140.9	59.24	59.16	58.13
Construction.....	41.5	43.5	43.2	177.1	176.5	167.4	73.50	76.78	72.32
Buildings and structures.....	41.6	43.3	43.0	191.9	191.7	180.2	79.83	83.01	77.49
Highways, bridges and streets.....	41.2	43.8	43.7	144.9	144.5	137.1	59.70	63.29	59.91
Electric and motor transportation.....	44.1	44.5	44.4	160.5	159.5	154.6	70.78	70.98	68.64
Service.....	39.5	39.6	40.1	96.3	94.8	91.4	38.04	37.54	36.65
Hotels and restaurants.....	39.5	39.6	40.2	95.9	93.9	91.4	37.88	37.18	36.74
Laundries and dry cleaning plants.....	39.8	40.1	40.6	92.2	91.5	86.7	36.70	36.69	35.20

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957.....	40.9	157.5	64.42	154.4	120.5	128.1
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957 (¹).....	40.6	159.5	64.76	155.3	123.3	126.0

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(¹) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
January	1, 1952.....	21,192	8,218	29,410	216,839	73,400	290,239
January	1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
January	1, 1954.....	8,298	9,121	17,419	354,965	84,306	439,271
January	1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
January	1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
January	1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February	1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March	1, 1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April	1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
May	1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June	1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July	1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August	1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September	1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October	1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November	1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December	1, 1957 (1).....	13,327	11,209	24,536	327,335	107,201	434,536
January	1, 1958 (1).....	7,450	7,270	14,720	607,217	147,423	754,640

* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
NOVEMBER 29, 1957⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Oct. 31, 1957	Nov. 30, 1956
Agriculture, Fishing, Trapping	177	96	275	— 182	— 313
Forestry	233	3	236	— 348	— 8,342
Mining, Quarrying and Oil Wells	536	48	584	— 80	— 568
Metal Mining.....	228	13	241	— 6	— 393
Fuels.....	260	21	281	— 63	— 126
Non-Metal Mining.....	10	2	12	— 21	— 18
Quarrying, Clay and Sand Pits.....	5	1	6	— 1	— 16
Prospecting.....	33	11	44	+ 11	— 15
Manufacturing	1,889	1,073	2,962	— 1,006	— 4,367
Foods and Beverages.....	127	82	209	— 85	— 191
Tobacco and Tobacco Products.....	4	14	18	— 17	— 464
Rubber Products.....	15	10	25	+ 7	— 42
Leather Products.....	39	59	98	— 17	— 115
Textile Products (except clothing).....	74	50	124	— 61	— 233
Clothing (textile and fur).....	58	417	475	— 378	— 821
Wood Products.....	176	42	218	— 16	— 358
Paper Products.....	61	34	95	— 29	— 146
Printing, Publishing and Allied Industries.....	97	62	159	— 46	— 107
Iron and Steel Products.....	444	55	499	— 24	— 542
Transportation Equipment.....	350	44	394	— 186	— 718
Non-Ferrous Metal Products.....	53	37	90	— 64	— 99
Electrical Apparatus and Supplies.....	187	81	268	— 59	— 237
Non-Metallic Mineral Products.....	40	11	51	— 15	— 55
Products of Petroleum and Coal.....	20	12	32	+ 8	— 21
Chemical Products.....	108	35	143	— 10	— 96
Miscellaneous Manufacturing Industries.....	36	28	64	— 24	— 122
Construction	593	54	647	— 728	— 1,571
General Contractors.....	549	30	579	— 553	— 1,129
Special Trade Contractors.....	344	24	368	— 175	— 442
Transportation, Storage and Communication	430	160	590	+ 76	— 791
Transportation.....	335	68	403	+ 79	— 661
Storage.....	8	16	24	— 22	— 44
Communication.....	87	76	163	+ 19	— 186
Public Utility Operation	92	32	124	— 18	— 117
Trade	1,141	1,659	2,800	— 482	— 2,712
Wholesale.....	336	203	539	— 168	— 701
Retail.....	805	1,456	2,261	— 314	— 2,011
Finance, Insurance and Real Estate	525	314	839	— 5	— 618
Service	8,355	7,912	16,267	+ 7,867	+ 232
Community or Public Service.....	290	1,103	1,393	— 224	— 433
Government Service.....	7,576	2,972	10,548	+ 9,500	+ 3,793
Recreation Service.....	73	52	125	— 3	— 135
Business Service.....	181	163	344	— 148	— 536
Personal Service.....	245	3,622	3,867	— 1,258	— 2,457
Grand Total	14,371	11,353	25,624	+ 5,094	—19,167

⁽¹⁾ Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT NOVEMBER 28, 1957 ⁽¹⁾**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,195	823	2,018	6,288	1,573	7,861
Clerical workers.....	6,850	4,300	11,150	15,635	32,670	48,305
Sales workers.....	830	860	1,690	5,563	10,959	16,522
Personal and domestic service workers...	537	4,114	4,651	28,935	18,989	47,924
Seamen.....	5	.....	5	2,042	7	2,049
Agriculture and fishing.....	172	10	182	3,767	452	4,219
Skilled and semiskilled workers.....	2,682	714	3,396	151,708	21,673	173,381
Food and kindred products (inc. tobacco).....	38	18	56	1,366	619	1,985
Textiles, clothing, etc.....	66	521	587	4,347	13,914	18,261
Lumber and lumber products.....	210	1	211	20,747	188	20,935
Pulp, paper (inc. printing).....	49	7	56	1,098	485	1,583
Leather and leather products.....	24	25	49	1,234	1,271	2,505
Stone, clay and glass products.....	9	.....	9	401	58	459
Metalworking.....	366	4	370	17,114	1,031	18,145
Electrical.....	91	14	105	2,337	1,162	3,499
Transportation equipment.....	.....	.....	.....	985	39	1,024
Mining.....	56	.....	56	1,751	.....	1,751
Construction.....	530	.....	530	40,196	3	40,199
Transportation (except seamen).....	357	11	368	26,755	117	26,872
Communications and public utility...	27	.....	27	677	1	678
Trade and service.....	96	81	177	4,064	1,663	5,727
Other skilled and semiskilled.....	653	26	679	20,924	847	21,771
Foremen.....	40	6	46	3,212	267	3,479
Apprentices.....	70	.....	70	4,500	8	4,508
Unskilled workers.....	1,056	388	1,444	113,397	20,878	134,275
Food and tobacco.....	40	36	76	4,017	5,078	9,095
Lumber and lumber products.....	85	1	86	16,412	720	17,132
Metalworking.....	55	6	61	7,475	568	8,043
Construction.....	320	.....	320	54,593	2	54,595
Other unskilled workers.....	556	345	901	30,900	14,510	45,410
Grand Total.....	13,327	11,209	24,536	327,335	107,201	434,536

⁽¹⁾ Preliminary—subject to revision.

⁽²⁾ Current vacancies only. Deferred vacancies are excluded.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 28, 1957

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽¹⁾			Registrations		
	(1) Nov. 28, 1957	Previous Month Oct. 31, 1957	Previous Year Nov. 29, 1956	(1) Nov. 28, 1957	Previous Month Oct. 31, 1957	Previous Year Nov. 29, 1956
Newfoundland	104	214	441	11,898	7,253	8,373
Corner Brook.....	5	.....	7	2,478	1,457	1,727
Grand Falls.....	6	.....	63	1,478	1,022	1,161
St. John's.....	93	209	371	7,942	4,774	5,485
Prince Edward Island	149	156	143	1,936	1,065	1,628
Charlottetown.....	133	95	107	1,185	660	1,127
Summerside.....	16	61	36	751	405	501
Nova Scotia	846	1,009	1,333	16,373	12,007	11,221
Amherst.....	4	17	30	724	474	508
Bridgewater.....	6	12	20	822	561	470
Halifax.....	407	502	823	4,332	3,427	3,073
Inverness.....	.....	.....	.....	432	263	254
Kentville.....	29	51	60	1,496	862	942
Liverpool.....	23	7	149	427	354	215
New Glasgow.....	70	78	73	1,883	1,575	1,326
Springhill.....	.....	.....	.....	695	578	587
Sydney.....	238	230	96	2,654	2,026	2,069
Truro.....	16	30	72	1,376	829	801
Yarmouth.....	53	82	10	1,532	1,058	976
New Brunswick	746	765	1,157	20,073	13,554	11,220
Bathurst.....	20	5	10	2,023	959	1,217
Campbellton.....	27	24	72	1,450	910	640
Edmundston.....	14	22	30	1,350	753	597
Fredericton.....	89	127	248	1,454	963	670
Minto.....	3	27	172	650	435	280
Moncton.....	239	399	378	5,037	3,185	3,153
Newcastle.....	6	6	4	1,818	1,277	1,107
Saint John.....	318	119	152	3,077	2,726	2,245
St. Stephen.....	5	17	6	1,701	1,496	707
Sussex.....	21	7	20	491	317	256
Woodstock.....	4	12	65	1,022	553	348
Quebec	3,505	5,233	14,690	124,031	83,705	67,874
Asbestos.....	80	.....	24	597	456	394
Beauharnois.....	23	28	22	855	498	375
Buckingham.....	15	9	46	783	450	575
Causapscal.....	59	244	302	1,369	907	472
Chandler.....	3	3	60	860	358	324
Chicoutimi.....	51	96	494	1,565	1,113	713
Dolbeau.....	14	15	154	1,269	734	242
Drummondville.....	42	54	73	1,681	1,365	1,102
Farnham.....	12	14	90	898	581	518
Forestville.....	82	23	1,409	648	298	205
Gaspé.....	4	2	37	639	299	353
Granby.....	36	28	58	1,484	1,403	964
Hull.....	57	44	68	2,784	1,720	1,890
Joliette.....	39	75	155	2,986	1,738	1,482
Jonquière.....	37	70	135	1,683	1,299	840
Lachute.....	8	16	49	667	400	423
La Malbaie.....	3	17	1	1,012	460	467
La Tuque.....	23	113	1,705	716	570	391
Lévis.....	58	102	88	2,293	1,484	1,380
Louiseville.....	24	27	64	827	608	424
Magog.....	.....	3	6	644	536	430
Maniwaki.....	3	3	24	793	401	196
Matane.....	4	4	627	1,339	608	357
Mégantic.....	1	.....	10	828	551	418
Mont-Laurier.....	10	7	32	537	330	283
Montmagny.....	53	8	27	1,552	845	711
Montreal.....	1,474	2,416	4,565	42,326	29,540	22,768
New Richmond.....	6	12	10	939	427	397
Port Alfred.....	6	22	5	534	316	263
Quebec.....	325	440	636	9,997	7,246	7,650
Rimouski.....	67	61	263	2,479	1,392	915
Rivière du Loup.....	25	14	59	2,849	1,248	1,214
Roberval.....	1	11	143	981	690	258
Rouyn.....	66	82	432	3,006	2,208	839
Ste. Agathe.....	62	20	44	673	363	350
Ste. Anne de Bellevue.....	44	77	99	662	416	398
St. Thérèse.....	29	36	40	1,253	810	928
St. Georges Est.....	29	80	264	1,709	1,147	838
St. Hyacinthe.....	34	24	38	1,429	932	1,319
St. Jean.....	34	54	71	1,259	997	966
St. Jérôme.....	29	20	24	1,200	745	926
Sept Îles.....	65	142	406	662	389	357
Shawinigan Falls.....	10	35	186	3,240	2,235	1,733
Sherbrooke.....	105	108	225	3,880	3,080	2,458
Sorel.....	83	191	96	1,384	944	1,140
Thetford Mines.....	45	69	64	1,079	802	723
Trois-Rivières.....	119	164	374	3,882	2,519	2,219
Val d'Or.....	19	8	470	2,199	1,870	772

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 28, 1957

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(¹) Nov. 28, 1957	Previous Month Oct. 31, 1957	Previous Year Nov. 29, 1956	(¹) Nov. 28, 1957	Previous Month Oct. 31, 1957	Previous Year Nov. 29, 1956
Quebec—con.						
Valleyfield.....	18	26	92	1,536	1,059	762
Victoriaville.....	25	32	52	2,092	1,343	1,034
Ville d'Alma.....	44	84	272	1,592	995	718
Ontario	8,597	7,514	14,844	140,708	111,968	77,348
Amprior.....	3	29	67	344	252	177
Barrie.....	10	20	47	937	685	635
Belleville.....	17	13	33	1,349	948	787
Bracebridge.....	43	45	73	863	563	497
Brampton.....	4	13	33	694	537	332
Brantford.....	59	61	65	2,821	2,496	1,961
Brockville.....	10	15	42	340	249	215
Carleton Place.....	5	15	.....	235	161	133
Chatham.....	129	117	148	2,051	1,782	1,484
Cobourg.....	2	2	13	739	596	497
Collingwood.....	5	11	12	541	410	424
Cornwall.....	150	180	156	2,047	1,906	1,395
Fort Erie.....	11	6	20	501	380	385
Fort Frances.....	13	19	105	575	285	214
Fort William.....	130	103	499	1,650	1,065	724
Galt.....	29	50	106	1,525	1,471	487
Gananoque.....	1	3	4	299	177	213
Goderich.....	8	22	20	537	295	281
Guelph.....	59	91	109	1,457	1,141	800
Hamilton.....	444	448	920	11,600	8,712	6,125
Hawkesbury.....	17	8	12	655	417	446
Ingersoll.....	24	38	63	654	455	291
Kapuskasing.....	15	19	79	1,148	815	207
Kenora.....	12	23	56	737	291	338
Kingston.....	78	136	91	1,404	1,091	936
Kirkland Lake.....	30	51	200	1,103	674	399
Kitchener.....	75	67	98	2,363	1,645	934
Leamington.....	19	29	19	1,042	875	475
Lindsay.....	3	20	73	395	409	340
Listowel.....	22	23	29	384	203	163
London.....	1,159	456	1,426	4,143	3,441	2,856
Long Branch.....	45	106	135	2,697	2,468	1,542
Midland.....	11	14	19	699	441	426
Napanee.....	6	6	4	529	302	315
Newmarket.....	33	31	43	764	581	435
Niagara Falls.....	216	72	219	2,025	1,298	1,195
North Bay.....	8	11	93	1,607	1,123	633
Oakville.....	74	108	233	603	537	316
Orillia.....	18	13	26	894	588	475
Oshawa.....	65	260	182	3,190	3,515	1,857
Ottawa.....	1,708	790	1,972	4,392	3,121	3,084
Owen Sound.....	17	12	53	1,513	1,033	1,007
Parry Sound.....	2	2	2	275	155	125
Pembroke.....	94	121	205	1,550	1,079	916
Perth.....	22	23	30	488	357	236
Peterborough.....	31	54	93	2,518	2,111	1,500
Pictou.....	14	15	14	412	233	310
Port Arthur.....	83	102	425	3,888	2,442	959
Port Colborne.....	10	17	11	677	481	319
Prescott.....	17	19	21	626	376	356
Renfrew.....	10	16	12	494	339	308
St. Catharines.....	141	124	131	3,187	2,755	1,795
St. Thomas.....	31	56	461	895	608	882
Sarnia.....	74	69	136	1,740	1,591	1,376
Sault Ste. Marie.....	281	204	431	1,854	1,229	716
Simcoe.....	29	39	51	992	726	467
Sioux Lookout.....	2	9	26	232	120	80
Smiths Falls.....	4	8	0	373	246	232
Stratford.....	11	23	27	785	562	360
Sturgeon Falls.....	4	2	4	873	741	583
Sudbury.....	359	422	248	3,541	2,527	1,062
Timmins.....	78	17	514	1,956	1,430	874
Toronto.....	1,942	2,177	3,697	33,244	28,506	17,724
Trenton.....	56	75	60	708	439	517
Walkerton.....	21	39	50	392	242	216
Wallaceburg.....	8	8	3	565	359	432
Welland.....	22	34	88	2,138	1,456	738
Weston.....	157	166	160	1,808	1,599	931
Windsor.....	296	107	308	9,622	9,123	6,468
Woodstock.....	11	10	30	914	702	430
Manitoba	3,204	1,696	4,974	18,762	10,573	13,019
Brandon.....	215	192	302	1,577	851	941
Dauphin.....	8	18	48	1,010	379	472
Flin Flon.....	32	19	73	253	199	156
Portage la Prairie.....	64	18	45	832	418	512
The Pas.....	12	40	6	212	122	100
Winnipeg.....	2,873	1,409	3,600	14,878	8,904	10,838

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 28, 1957

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Nov. 28, 1957	Oct. 31, 1957	Nov. 29, 1956	Nov. 28, 1957	Oct. 31, 1957	Nov. 29, 1956
Saskatchewan	623	815	1,428	12,041	6,593	7,098
Estevan.....	35	40	58	329	195	190
Moose Jaw.....	109	149	240	1,007	654	669
North Battleford.....	41	61	70	1,072	495	517
Prince Albert.....	59	68	57	1,603	852	921
Regina.....	155	208	677	2,916	1,674	1,900
Saskatoon.....	99	161	145	2,597	1,508	1,543
Swift Current.....	39	27	65	565	307	326
Weyburn.....	39	50	32	295	152	154
Yorkton.....	47	61	87	1,657	746	878
Alberta	2,187	2,021	3,547	22,221	14,134	10,929
Blairmore.....	10	12	63	349	247	180
Calgary.....	1,046	606	861	6,689	4,764	3,715
Drumheller.....	10	24	14	298	183	174
Edmonton.....	727	901	2,111	10,676	6,444	4,605
Edson.....	20	14	53	454	325	195
Lethbridge.....	104	201	154	1,652	925	866
Medicine Hat.....	197	179	174	980	650	636
Red Deer.....	73	84	117	1,123	596	558
British Columbia	4,575	1,374	2,419	66,493	43,888	37,325
Chilliwack.....	27	27	41	1,656	1,087	1,162
Courtenay.....	8	13	19	1,418	746	480
Cranbrook.....	24	33	7	649	448	259
Dawson Creek.....	19	22	48	897	513	175
Duncan.....	23	37	25	728	493	429
Kamloops.....	11	30	54	1,314	772	468
Kelowna.....	18	16	15	1,231	376	999
Kitimat.....	13	42	167	579	474	208
Mission City.....	13	5	20	1,121	769	645
Nanaimo.....	20	21	35	1,593	1,071	804
Nelson.....	13	22	12	1,052	509	608
New Westminster.....	150	147	196	7,730	5,941	4,181
Penticton.....	10	6	11	1,000	489	849
Port Alberni.....	9	91	14	1,665	1,317	523
Prince George.....	77	53	122	2,947	1,597	1,258
Prince Rupert.....	36	33	61	1,603	1,251	762
Princeton.....	.....	3	2	330	221	149
Trail.....	8	14	5	803	439	438
Vancouver.....	3,914	563	1,187	32,204	21,461	19,126
Vernon.....	17	12	31	1,453	694	691
Victoria.....	147	164	313	4,074	2,907	2,870
Whitehorse.....	18	20	34	446	313	241
Canada	24,536	20,797	44,076	434,536	305,030	246,035
Males.....	13,327	9,751	27,634	327,335	218,449	171,326
Females.....	11,209	11,046	16,442	107,201	86,581	74,709

¹ Preliminary subject to revision.² Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	201,189	136,400
1956 11 Months.....	981,369	705,310	276,059	64,149	238,675	356,454	195,774	126,317
1957 11 Months.....	815,980	547,511	268,469	55,086	200,556	288,873	172,660	98,815

E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
NOVEMBER 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability Days in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	5.6	3,046	22,477	(419)	490,357
Prince Edward Island.....	0.8	539	3,365	(172)	62,606
Nova Scotia.....	10.1	5,125	40,214	(2,809)	767,735
New Brunswick.....	11.4	6,422	45,771	(2,035)	925,582
Quebec.....	65.6	40,290	262,331	(28,181)	5,340,461
Ontario.....	79.9	41,822	319,668	(27,953)	6,771,142
Manitoba.....	8.3	5,935	33,160	(3,240)	668,628
Saskatchewan.....	4.7	3,486	18,712	(1,577)	389,641
Alberta.....	9.7	7,284	38,809	(2,685)	831,109
British Columbia.....	31.3	21,458	125,276	(8,352)	2,741,779
Total, Canada, November 1957.....	227.4	135,407	909,783	(77,423)	18,989,040
Total, Canada, October 1957.....	177.5	104,818	780,961	(82,183)	16,331,548
Total, Canada, November 1956.....	108.6	74,130	478,265	(58,936)	9,275,471

* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW-
ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, NOVEMBER 29, 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the register (weeks)								Percent- age Postal	Novem- ber 30, 1956 Total claim- ants
	Total claim- ants	2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	403,273	181,459	59,404	65,939	34,910	19,725	12,523	29,313	33.7	215,378
Male.....	313,702	149,416	47,934	51,374	25,091	13,367	7,964	18,556	36.1	155,850
Female.....	89,571	32,043	11,470	14,565	9,819	6,358	4,559	10,757	25.4	59,528
Newfoundland.....	11,982	5,717	1,590	1,996	995	528	364	792	74.1	8,159
Male.....	11,240	5,481	1,508	1,886	918	468	301	678	75.5	7,681
Female.....	742	236	82	110	77	60	63	114	52.6	478
Prince Edward Island....	1,605	828	208	227	118	67	49	108	68.3	1,329
Male.....	1,310	726	164	177	82	51	33	77	68.8	1,064
Female.....	295	102	44	50	36	16	16	31	66.4	265
Nova Scotia.....	16,697	6,598	2,367	2,673	1,710	905	621	1,823	48.1	12,079
Male.....	14,344	5,865	2,116	2,309	1,394	707	465	1,488	49.6	10,223
Female.....	2,353	733	251	364	316	198	156	335	39.6	1,856
New Brunswick.....	19,602	8,375	2,867	3,350	1,748	1,032	597	1,633	60.2	11,342
Male.....	16,589	7,369	2,479	2,762	1,407	794	443	1,335	61.8	8,909
Female.....	3,013	1,006	388	588	341	238	154	298	51.6	2,433
Quebec.....	121,802	57,261	17,635	19,212	10,447	5,698	3,501	8,048	34.9	64,589
Male.....	93,921	47,008	14,217	14,843	7,524	3,800	2,104	4,425	38.1	45,081
Female.....	27,881	10,253	3,418	4,369	2,923	1,898	1,397	3,623	24.2	19,508
Ontario.....	126,007	52,672	16,762	20,034	12,084	7,639	5,031	11,785	23.9	64,127
Male.....	91,082	40,265	12,649	14,627	8,246	5,017	3,143	7,135	24.2	43,538
Female.....	34,925	12,407	4,113	5,407	3,838	2,622	1,888	4,650	23.1	20,589
Manitoba.....	15,879	7,860	2,652	2,260	1,114	561	402	1,030	32.4	10,964
Male.....	12,162	6,526	2,105	1,631	693	319	237	651	37.4	7,611
Female.....	3,717	1,334	547	629	421	242	165	379	15.9	3,353
Saskatchewan.....	10,643	5,530	1,918	1,684	564	299	178	470	54.8	5,791
Male.....	8,798	4,904	1,640	1,385	356	177	82	281	58.6	4,511
Female.....	1,845	626	278	326	208	122	96	189	36.5	1,280
Alberta.....	21,085	11,186	3,372	3,346	1,220	723	377	861	31.1	9,156
Male.....	17,434	9,742	2,819	2,746	795	486	236	607	32.5	7,074
Female.....	3,651	1,444	553	600	422	237	141	254	24.0	2,082
British Columbia.....	57,971	25,432	10,033	11,157	4,910	2,273	1,403	2,763	27.8	27,842
Male.....	46,822	21,530	8,237	9,035	3,673	1,548	920	1,879	28.6	20,158
Female.....	11,149	3,902	1,796	2,122	1,237	725	483	884	24.2	7,684

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
NOVEMBER 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	7,256	5,230	2,026	5,844	3,640	2,204	2,773
Prince Edward Island.....	1,088	772	316	875	695	180	317
Nova Scotia.....	9,018	5,627	3,391	8,031	6,195	1,836	2,626
New Brunswick.....	11,566	7,723	3,843	10,310	7,669	2,641	3,168
Quebec.....	75,249	46,467	28,782	64,475	51,104	13,371	25,414
Ontario.....	74,353	46,582	27,791	65,851	52,091	13,760	21,705
Manitoba.....	11,675	7,802	3,873	9,691	7,423	2,268	3,239
Saskatchewan.....	7,730	5,600	2,130	6,417	4,627	1,790	2,461
Alberta.....	14,751	9,164	5,587	11,782	9,293	2,489	6,210
British Columbia.....	36,422	21,309	15,113	34,332	26,709	7,623	10,617
Total, Canada, November 1957	249,108	156,256	92,852	217,608	169,446	48,162	78,530
Total, Canada, October 1957...	167,363	97,249	70,114	152,273	118,252	34,021	47,030
Total, Canada, November 1956	151,356	104,143	47,213	121,516	91,884	29,632	52,063

* In addition, revised claims received numbered 23,288.

† In addition, 22,068 revised claims were disposed of. Of these, 2,016 were special requests not granted and 1,003 were appeals by claimants. There were 3,971 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT (REVISED)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1956—November.....	3,808,000	3,668,600	139,400
December.....	3,875,000	3,659,600	215,400†
1957—January.....	3,929,000	3,530,800	398,200†
February.....	3,982,000	3,436,000	564,000†
March.....	3,987,000	3,414,600	572,400†
April.....	3,963,000	3,404,200	558,800†
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July.....	3,892,000	3,687,500	204,500
August.....	3,921,000	3,715,200	205,800
September.....	3,925,000	3,716,300	208,700
October.....	3,918,000	3,691,500	226,500
November†.....	3,972,800	3,704,800	268,000

* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

‡ The November estimate is preliminary, subject to revision when the employment index for this date become available.

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	126.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER 1957

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	December 1956	November 1957	December 1957					
(1) St. John's, Nfld.....	107.5	109.8	109.8	107.7	111.3	102.6	108.2	117.1
Halifax.....	118.5	121.2	121.2	113.9	130.9	116.0	124.8	126.8
Saint John.....	121.1	123.4	123.4	117.3	134.3	116.9	131.2	131.9
Montreal.....	120.7	123.8	123.4	122.4	140.7	107.2	118.0	127.9
Ottawa.....	121.6	124.4	124.2	117.3	144.3	113.1	119.1	130.7
Toronto.....	123.1	126.4	126.1	116.9	152.4	113.9	121.0	130.7
Winnipeg.....	118.4	121.2	121.6	118.3	129.6	114.7	117.4	127.6
Saskatoon—Regina.....	117.1	120.2	120.1	116.9	119.6	119.1	122.3	123.8
Edmonton—Calgary.....	117.4	119.9	120.0	115.7	122.9	116.1	120.3	126.3
Vancouver.....	121.7	123.6	123.9	118.5	134.3	113.1	131.4	126.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-DECEMBER 1956, 1957†

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1957*						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
May.....	30	40	14,051	15,393	144,700	0.16
June.....	22	45	7,519	18,520	221,850	0.24
July.....	12	34	2,481	16,298	237,740	0.26
August.....	25	42	7,044	14,532	187,450	0.20
September.....	28	49	11,031	20,650	190,045	0.20
October.....	22	48	9,337	14,107	128,275	0.14
November.....	16	38	8,493	12,321	119,125	0.13
December.....	2	18	225	7,327	152,935	0.16
Cumulative Totals....	245		86,198		1,607,180	0.14
1956						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
May.....	30	35	16,470	17,911	136,520	0.14
June.....	25	39	9,621	16,866	78,160	0.08
July.....	32	42	8,260	9,244	58,750	0.06
August.....	32	53	9,312	13,404	86,485	0.09
September.....	24	46	9,672	13,779	104,180	0.11
October.....	10	38	6,867	15,149	129,935	0.14
November.....	17	35	1,940	4,116	37,060	0.04
December.....	6	18	470	1,462	14,305	0.02
Cumulative Totals....	229		88,680		1,246,000	0.11

* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS DECEMBER 1957, INVOLVING 100 OR MORE WORKERS

(Preliminary, Subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began ¹	Date Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s)
					December	To Date		
In Progress Prior to December								
Fishing— Fisheries Association of B.C. (Seven firms) Vancouver, B.C.	United Fishermen and Allied Workers Union, No. 44.	700	Oct. 27	.....	18, 200	39, 550	Prices offered by companies for herring.	.....
Mining— Non-Metal— Canadian Gypsum Co. Ltd., Wentworth and Hantsport, N.S.	Nova Scotia Quarry Workers, No. 294, C.I.C.	300	Oct. 31	.....	7, 500	15, 750	Wages, hours, union security and fringe benefits.	.....
MANUFACTURING— Clothing— Various Fur Dressers and Dyers, Toronto, Ont.	Amalgamated Meat Cutters and Butcher Workmen, No. 468, AFL-CIO/C.I.C.	300	Nov. 26	Dec. 2	300	1, 500	Delay in signing renewal of agreement.	A 7 cents an hour immediate increase and a further 5 cents an hour, October 1958, as well as reduction in work week.
Pulp and Paper— Pulp and Paper Industrial Relations Bureau (6 firms, 9 div.) British Columbia.	International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and United Paper Makers, and Paper Workers, various locals, AFL-CIO/C.I.C.	5, 565 ⁽²⁾	Nov. 14	.....	122, 430	189, 210	Wages.	.....
Commencing in December								
Mining— Coal— Century Coals Ltd., East Coulee, Alta.	United Mine Workers of America.	150	Dec. 4	Dec. 5	300	300	Union security.	Return of workers, further negotiations.

(¹) In this table the date began is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.
(²) 327 indirectly affected.

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The Official Journal of the Department of Labour of Canada. Contains items of current interest, statistics and articles on a wide variety of subjects in the labour field, including industrial relations, conciliation and disputes, prices and the cost of living, employment, wages and hours of work, activities of labour organizations, labour legislation, legal decisions affecting labour, activities of the National Employment Service and the Unemployment Insurance Commission, labour demand and supply, immigration, social, industrial and economic conditions in other countries, activities of the International Labour Organization.

Subscription Rates: \$2.00 per annum in Canada; \$4.00 per annum, other countries. Groups of 5 or more, \$1.00 per annum. Single copies, 25 cents (English or French).

Reprints from the Labour Gazette

Industrial Pension Plans in Canada. (Four articles) (English or French). 25 cents a copy.

Whys and Wherefores.

(An Enquiry into Women's Occupational Choices).

Women Go to Work at any Age, July 1956.

Collective Agreements in Hospitals, October 1955.

Numbers of Workers Affected by Collective Agreements in Canada, 1955.

Collective Agreements in Canadian Manufacturing Industries, 1956.

Guaranteed Wages and Supplemental Unemployment Benefits.

10 cents a copy; orders of 20 or more, 5 cents; 100 or more, 4 cents (English or French).

Annual Report of The Department of Labour

(Covers fiscal year ending March 31)

25 cents a copy (English or French).

Annual Report on Labour Organization in Canada (Covers calendar year).

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25 cents a copy (English or French).

Labour Legislation in Canada (Consolidated volume, published at intervals of from 5 to 10 years since 1915, and annual supplements)

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Wage Rates and Hours of Labour

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standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and wage rates for labourers in manufacturing in 40 cities are also shown. Trends in wage rates are indicated in tables of index numbers by industry.

The information is available in two ways:

1—Through a subscription to a loose-leaf service (\$7.50 per year with indexed binder or \$5.00 per year without binder). Tables from the previous October 1 survey are distributed in loose-leaf form as they become available, from March to July. Subscribers later receive a paper-bound volume. (Bilingual).

2—In paper-bound volume, available about one year after survey date.

One dollar a copy. (Bilingual).

Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation (annual).

Provides a ready comparison of the legislative standard in effect in all provinces concerning the subjects listed in the title.

25 cents a copy. (English or French).

Workmen's Compensation in Canada—A Comparison of Provincial Laws (annual).

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